



REQUIREMENT – NOTICE TO APPLICANT

TO: RECRUIT APPLICANTS

FROM: RECRUITING UNIT

Please **read the instructions carefully** on this document.

Upon receipt of your RNC application package and polygraph booklet, you will officially be in the recruit selection process. After your application package has been reviewed, you will be contacted regarding the next steps you must take in the process. Once your electronic application has been emailed, the Recruiting Unit will confirm and will provide updates throughout the process.

DO NOT email your application package if you are not at least THREE (3) years clear of any detected or undetected criminal activity. This includes the items that are disclosed in your Personal Disclosure Form (PDF). Should you need to make further disclosures, you will be allowed to notify your Recruiting Officer or any member of the Recruiting Unit to update this information *BEFORE* you go to a Pre-Employment Polygraph examination. Any failure to do so may result in a lifetime exclusion.

You may be excluded from the RNC recruiting competition as a result of disclosures made in your Personal Disclosure Form. Once your deferral period has expired, you will be eligible to reapply; however, if you have been deferred beyond a period of one year, you will have to submit a new application package.

Please read and sign the following declaration. **Return this letter with your application.**

I have read the above information and understand that I must be three years clear of any detected or undetected criminal activity in order to proceed with my application.

Applicant Signature: _____

Date: _____

PERSONAL DISCLOSURE FORM

SURNAME:			
FIRST NAME:		SECOND NAME:	
DATE OF BIRTH:	YEAR / MONTH / DAY		
ADDRESS:			PROVINCE:
CITY/TOWN:			POSTAL CODE:
PHONE:	HOME:	WORK:	CELL:
SIGNATURE:			
DATE:			

IMPORTANT INSTRUCTIONS FOR COMPLETING THIS DOCUMENT

1. Download and complete this fillable pdf. If the question fields are not sufficient for your answers, please create an additional Word document with the additional detail clearly identifying the question to which it belongs.
2. Answer all questions completely and provide **specific** information. Be thorough and do not assume an incident is too minor to include. The Recruiting Unit will review the document to make that determination.
3. Be completely **honest**. **This cannot be emphasized enough.**
4. Review and ensure ALL questions have been answered. **Any questions left unanswered may result in your disqualification.**
5. **Only** complete questions #116 - 138 if you are/have been a peace officer.

PERSONAL DISCLOSURE FORM

The Royal Newfoundland Constabulary is collecting, on a voluntary basis, personal information on the Personal Disclosure Form (PDF) to assist in determining the suitability, eligibility and qualifications of the Applicant for employment as a police officer with the Royal Newfoundland Constabulary. The information requested is essential for making these employment determinations. Applicants must generally be **at least three (3) years clear** of any detected or undetected criminal activity to be considered for employment as a police officer, however, **the Recruiting Unit may disqualify applicants with serious or severe criminal or concerning activity outside of the three year period.**

NOTICE REGARDING PRIOR SERIOUS CRIMINAL OFFENCES AND SERIOUS RISK TO THE SAFETY OF OTHERS

The information you provide during the recruiting process is collected by the Royal Newfoundland Constabulary for the purpose of an employment application. However, if an applicant admits to having committed a serious and undetected criminal offence, or is deemed to pose a serious risk to the safety of others, the Royal Newfoundland Constabulary may use or disclose specific information for a law enforcement or public safety purpose. While cases of such use and disclosure outside of the recruiting process are rare and exceptional, the Royal Newfoundland Constabulary **strongly discourages** an applicant from completing the PDF or attending the Pre-Employment Polygraph (PEP) examination if you believe this Notice applies to you.

EXAMPLES OF SERIOUS CRIMINAL OFFENCES INCLUDE, BUT ARE NOT LIMITED TO:

- Murder
- Any crime involving children (includes physical or sexual abuse)
- Impaired driving
- Sexual assault
- Crimes relating to domestic violence
- Child pornography (includes accessing, possession, distribution, or the making of)
- Offences contrary to the *Controlled Drugs and Substances Act*
- Robbery
- Arson resulting in loss of life or substantial damage
- Treason or high treason
- Crime committed with a facial covering and/or a weapon
- Forcible confinement

Should you be uncertain if this Notice applies to you, please consult the RNC Recruiting Unit for clarification

Any information provided in this PDF regarding serious criminal activity, or that indicates you may pose a serious threat to others, may be investigated by the Royal Newfoundland Constabulary or disclosed to entities with lawful authority to collect such information (e.g., police of jurisdiction or child protection agency).

Such disclosures could lead to an investigation, arrest, charge(s), criminal prosecution, conviction, and ultimately, imposition of a sentence.

Such disclosures may also lead to incident reports being entered into police databases, which could impact future employment or volunteering opportunities, or other activities that require security screening.

PERSONAL DISCLOSURE FORM and PRE-EMPLOYMENT POLYGRAPH

Before providing answers to the questions contained in this Personal Disclosure Form, Applicants are advised to:

- Carefully read all information and notices on pages 1, 2, 3, 4 and 5;
- Read and sign the Declaration, Acknowledgment and Consent on Page 6;
- Follow the instructions listed on page 2.

Honesty, Integrity and Ethics are scrutinized closely in considering police officer applications. The PDF and PEP are used to assist in determining an applicant's suitability for employment as a police officer with the Royal Newfoundland Constabulary.

The PDF pertains to your **ethics, honesty** and your **integrity**. You, as the applicant, must first complete the PDF by answering all questions accurately, completely, thoroughly and honestly. Minimizing, blaming, and failure to accept responsibility will be closely monitored. Should you be considered to continue in the process, your answers will be verified by a variety of methods including a detailed background investigation and PEP.

Should you be successful at all preceding stages of the recruiting process, you will be requested to participate in 'truth verification' by means of a PEP. The purpose of the PEP is to assist in

verifying your truthfulness, and in verifying that you are the person you claim to be in your employment application forms, questionnaires, and interviews.

Be advised that deceit, dishonesty or non-disclosure concerning questions in any part of the application process will likely result in disqualifying you from this and any future employment competitions with the Royal Newfoundland Constabulary.

You are under **no obligation** to disclose any information regarding a crime where you were a victim.

Your decision to complete the PDF and to participate in the PEP must be voluntary, based on your desire to pursue a career as a police officer. You may withdraw or stop the application process at any time. You may refuse to provide answers to any or all of the questions contained in the PDF or at the PEP. Such a refusal may result in your disqualification and removal from the Recruiting Process.

You may amend your response(s) to any question(s) in the PDF at any time prior to the scheduled date for your PEP, by contacting your Recruiting Officer.

NOTICE REGARDING COLLECTION, USE AND DISCLOSURE OF INFORMATION

Personal information on this Personal Disclosure Form is being collected under the authority of the Access to Information and Protection of Privacy Act, 2015. It will be used to determine your suitability, eligibility, and qualifications for employment with the Royal Newfoundland Constabulary.

Questions about the collection, use or disclosure of this information may be directed to a Recruiting Mailbox at rncrecruiting@rnc.gov.nl.ca.

DECLARATION, ACKNOWLEDGMENT AND CONSENT

Should you have any questions concerning what you have read in the preceding pages, please contact your Recruiting Officer to clarify before proceeding any further.

I, the undersigned, have read and understand the information and notices on Pages 1, 2, 3, 4 and 5 of this Personal Disclosure Form.

I complete this Personal Disclosure Form voluntarily, based on my desire to pursue a career as a police officer.

I declare that I will provide, in this Personal Disclosure Form, information that is up-to-date, accurate, complete, and honest, to the best of my knowledge and belief.

I understand that I may amend my answer(s) to any question(s) in the Personal Disclosure Form at any time prior to the scheduled date for a Pre-Employment Polygraph by contacting my Recruiting Officer.

I understand that if I admit in this Personal Disclosure Form or at the Pre-Employment Polygraph to having committed one or a number of serious criminal offence(s), actions may be taken which could lead, ultimately, to the imposition of a sentence.

I understand that if in light of the answers provided in this Personal Disclosure Form, I am deemed to pose a serious risk to the safety of others, actions may be taken which could lead, ultimately, to the imposition of a sentence.

I consent to my personal information being collected, used and disclosed for the purposes identified on the foregoing pages 1, 2, 3, 4 and 5 of this Personal Disclosure Form.

Name of Applicant (Print)

Signature of Applicant

Date

DRIVING

1. a) Do you possess a valid Driver's License at this time? *(This does not include a Graduated License)*

No

Yes

If yes, from where? If no, please answer 1b.

b) Do you possess a Graduated Driver's License?

No

Yes

If yes, from where and what date was it issued?

2. Have you ever possessed a valid driver's license from anywhere other than Newfoundland and Labrador?

No

Yes

If yes, from where?

3. Has your *current or any past* driver's license ever been suspended (inside and/or outside of Canada)?

No

Yes

If yes, provide place, date, time and reason of each suspension.

4. (a) Have you, as the driver, been involved in any motor vehicle accidents during the past five years?

No

Yes

If yes, provide details of the accident(s) including:

Places, dates and times of each accident, were you at fault, were you charged, is there any outstanding litigation concerning these?

(b) **Referring to question 4(a)**, in how many of those accidents were you impaired by drugs or alcohol? *If any, please provide dates, location and circumstances.*

Date	Location (City, Province/State, Country)	Circumstances

5. Have you ever been a driver or passenger in a motor vehicle when it was involved in a hit and run accident, even when damage was minor?

No

Yes

If yes, provide details including places, dates and times of each incident.

In question 6, “impaired” includes, but is not limited to, occasions where, because of alcohol and/or drug consumption, you knew or physically felt that you were not able to drive the vehicle in the same manner as you would have been able to without consuming alcohol/drugs.

6. Have you ever driven or operated any motorized vehicles or vessels after consuming alcohol, cannabis or any other form of impairment?

No

Yes

If yes, were you impaired?

No

Yes

*In order to accurately assess level of impairment, please provide details including:
The amount of alcohol, cannabis or other drug consumed, the time period it was consumed, and the place, dates and times of each incident*

7. Have you ever been chased or pursued by the police? (i.e. a foot or motor vehicle chase)

No

Yes

If yes, please explain.

8. How much alcohol and/or cannabis do you consume per week, on average?

Type of Alcohol / Cannabis	Amount and Frequency	Circumstances of Use

9. a) Have you ever been intoxicated or high?

No

Yes

b) If yes, how many times have you been intoxicated and/or high in the past **12 months**?

Please provide information for each instance....

Type of Alcohol / Cannabis	Amount and Frequency	Circumstances of Use

10. Have you ever purchased alcohol and/or cannabis while underage; purchased alcohol and/or cannabis for; or given alcohol and/or cannabis to anyone who was underage? Have you ever used a fake ID to purchase alcohol and/or cannabis while underage?

No

Yes

If yes, please explain.

11. Have you ever been in a verbal or physical altercation while under the influence of alcohol and/or cannabis?

No

Yes

If yes, please explain.

12. Has alcohol and/or cannabis consumption ever caused a problem in any aspect of your life? (i.e. employment, family, school or otherwise)

No

Yes

If yes, please explain.

13. Have you ever been disciplined, asked to resign or dismissed from a position because of alcohol and/or cannabis related concerns?

No

Yes

If yes, please explain.

14. Has anyone ever seriously told you that you drink alcohol and/or use cannabis too much?

No

Yes

If yes, please explain.

15. (a) Have you ever been, or are you now, dependent on alcohol and/or cannabis?

No

Yes

(b) If yes, have you ever received any type of substance abuse counseling or been involved in a substance abuse treatment program? Please explain.

16. Have you ever consumed alcohol and/or cannabis on the job, outside of organized social events?

No

Yes

If yes, please explain.

17. What is the worst thing you have ever done as a result of drinking alcohol or using cannabis?

DRUG USE

18. Have you ever used or experimented with any illegal drugs?

No

Yes

If yes, please provide requested information for each drug and explain circumstances of use below.

Drug Type	Used		Date of First Use	Date of Last Use	Total # of Times Used
	Yes	No			
Cocaine					
Crack/Rock/Powder					
Heroin					
Anabolic/growth hormone steroids					
Methamphetamine					
Mushrooms					
Acid/LSD					
PCP					

Crystal Meth					
Inhalants (glue, gasoline, paint)					
Mescaline					
Ketamine					
Designer (homemade)					
Date Rape (<i>DMX, GHB, Rohyphonol</i>)					
Ecstasy					
Bath Salts					
Other (specify) _____					
Other (specify) _____					

19. Have you ever illegally used any pharmaceutical (prescription) drugs?

No

Yes

If yes, please provide information for each drug and explain circumstances of use below.

Drug Type	Used		Date of First Use	Date of Last Use	Total # of Times Used
	Yes	No			
Methadone					
Percocet					
Percoden					
Valium					
Prozac					
Zanax					
Ritalin					
Oxycontin					
Oxycodine					
Dilaudid					

Inhalants					
Other (specify) _____					
Other (specify) _____					
Other (specify) _____					

20. Have you ever illegally purchased street or prescription drugs?

No

Yes

If yes, please provide details and dates regarding the purchase and your involvement.

21. Have you ever sold, given away, or offered illegal street or prescription drugs?

No

Yes

If yes, please provide details including dates, type of drug(s) and circumstances.

22. Have you ever produced illegal drugs?

No

Yes

If yes, please provide specific details including dates, type of drug(s) and circumstances.

23. Have you ever imported or exported any illegal street or prescription drugs?

No

Yes

If yes, please provide specific details including dates, type of drug(s) and circumstances.

24. a) Do you associate with anyone who uses or has used illegal drugs (*i.e. friends, girlfriends, boyfriends, relatives, husbands, wives, coworkers etc.*)? How often do you associate with the persons identified?

No

Yes

If yes, please explain.

b) Do you frequent places where illegal drugs are being used?

No

Yes

If yes, please explain.

25. Have you ever transported, held or stored any illegal drugs?

No

Yes

If yes, please explain.

CREDIT

26. Have you ever declared bankruptcy?

No

Yes

If yes, please provide details including location, date(s) filed and discharge dates.

27. Has a collection agency ever been assigned to any of your outstanding debts?

No

Yes

If yes, please provide details including location, dates and amounts.

28. Have you ever knowingly written an NSF (*Non-Sufficient Funds*) cheque, deposited an empty envelope into a bank machine, or taken part in any other fraudulent banking transaction(s)?

No

Yes

If yes, please provide details including dates and amounts.

29. Are you currently having financial difficulties?

No

Yes

If yes, please provide details including dates and circumstances.

30. a) Do you gamble (including lottery tickets, scratch tickets, VLT, etc)?

No

Yes

If yes, please explain.

b) How much money have you spent in the last 12 months as a result of gambling?

Please explain.

31. Do you presently owe any gambling debts to anyone?

No

Yes

If yes, please explain.

32. Have you ever had contact with a professional bookmaker (bookie)?

No

Yes

If yes, please explain.

SCHOOL & EMPLOYMENT HABITS

33. Have you ever cheated on any form of examination or plagiarized another person's work? (This includes education and/or employment as well as your application to the RNC.)

No

Yes

If yes, please provide details.

34. Have you ever been suspended or formally reprimanded by an educational institution or employer?

No

Yes

If yes, please provide details of the event(s):

35. Other than for valid medical reasons, have you ever had problems with absenteeism or late attendance while you were a student or an employee?

No

Yes

If yes, please provide details including date, frequency and reason.

36. Have you ever held any employment, or earned cash income, where you did not report this income as required by law or intentionally did not pay income taxes?

No

Yes

If yes, please provide details including dates, amount earned, employer(s) and reason why.

37. Have you ever been dismissed or asked to resign from a job?

No

Yes

If yes, please provide details including your position, the employer and the reason for your dismissal or resignation.

38. Have you ever been accused of dishonesty or have you ever lied to a supervisor in relation to any employment?

No

Yes

If yes, please explain.

PROSTITUTION

39. Have you ever communicated for the purpose of prostitution, or obtained any sexual services from a prostitute or an escort, in Canada or elsewhere, *i.e., at a strip club, street prostitution, brothel, massage parlour, via the internet, etc...?*

No

Yes

If yes, please provide details including: when, where, and how many times it occurred.

40. Have you ever engaged in a sex act for monetary purposes?

No

Yes

If yes, please explain.

41. Have you ever accepted the earnings of a prostitute?

No

Yes

If yes, please explain.

ILLEGAL SEXUAL ACTIVITY

42. Have you ever committed an illegal sexual act?

No

Yes

If yes, please explain.

43. Have you ever used physical force or any type of threat in order to have sexual relations with someone?

No

Yes

If yes, please explain.

44. Have you ever had sexual contact/involvement with any person without their knowledge or consent, which includes persons who were unable to give consent due to a medical condition, mental health issue, alcohol or drug impairment, or other reason?

No

Yes

If yes, please provide details including dates, location and circumstances.

NOTE: Questions 45 and 46 do not include situations where ALL of the following apply:

- the other person was over the age of 12 and you were less than two years older than the other person, OR the other person was over the age of 14 and you were less than 5 years older than the other person,
- you were not in a position of trust or authority towards that person, AND
- both parties consented to the activity.

45. Have you ever been involved in a sexual manner with a person under the age of 16, whether in person or via internet, email, chat-lines, etc.?

No

Yes

If yes, please provide details including your age at the time, relationship to the person who was under 16, and circumstances.

46. Have you ever asked or persuaded a person under the age of 16 to participate in any sexual activity?

No

Yes

If yes, please provide details including dates, location, your age at the time, relationship to the person who was under 16, and circumstances.

47. Have you ever participated directly or indirectly in sexual activity with any person under the age of 18 years while being in a position of trust or authority over that person? *A position of trust and authority over a person includes babysitter, coach, boss, etc.*

No

Yes

If yes, please provide details including dates, location and circumstances.

48. Have you ever committed incest? (*excludes victimization*)

No

Yes

If yes, please explain.

49. Have you ever engaged in bestiality? (*any sexual activity with an animal*)

No

Yes

If yes, please explain.

50. Have you ever given anyone a drug or any substance, without their knowledge?

No

Yes

If yes, please explain.

51. Have you ever made anonymous or unwanted phone calls?

No

Yes

If yes, please explain.

52. Have you deliberately exposed yourself to anyone in public?

No

Yes

If yes, please explain.

53. Have any nude photos/videos been taken of you? Either by you or any other person?

No

Yes

If yes, is it possible that nude photos/videos of you still exist? Please explain where and when they came into existence and who may have or had possession.

54. Have you ever sent nude photos/videos of yourself?

No

Yes

If yes, please explain when and to whom you sent them.

55. Have you ever recorded and/or shared, by any media, sexual acts of another person with or without their knowledge?

No

Yes

If yes, please explain.

56. Have you ever **intentionally or unintentionally** accessed, viewed, downloaded, purchased, received, manufactured, made, distributed, sold, possessed or produced child pornography in any form? (*i.e. materials that are written, visual, audio, photographic, film, video, and/or electronic materials showing a person who is or appears to be under 18 years of age*)

No

Yes

If yes, please explain.

57. Have you ever attempted to mislead or lure a person under the age of 18 with the intent of pursuing any sexual activity? Include internet chat room activity.

No

Yes

If yes, please explain.

USE OF FORCE

58. Have you ever been in a physical altercation with a spouse, partner, child or any other person associated to you in a domestic or family relationship?

No

Yes

If yes, please provide details including dates and relationship.

59. Have you ever been in a physical altercation with an adult person? (sports or otherwise)

No

Yes

If yes, please provide details including with whom, dates, location, circumstances and any injuries.

60. Have you ever resisted, assaulted, been in a fight with, or acted aggressively toward a Police Officer?

No

Yes

If yes, please explain.

61. What is the worst thing anyone is going to say you have done to them?

62. Have you ever been verbally abusive or threatening to anyone? (*intimidation, bullying, road rage, etc.*)

No

Yes

If yes, please explain.

63. Have you ever used a weapon or firearm to intimidate or threaten another person?

No

Yes

If yes, please explain.

64. Have you ever injured yourself or someone else with a firearm or weapon?

No

Yes

If yes, please explain.

65. Could you use physical force to affect an arrest if it was necessary and approved by departmental policy?

No

Yes

Please explain.

66. Could you shoot another person if it became necessary and was approved by departmental policy?

No

Yes

Please explain.

67. Are there any policing duties that you may find difficult to perform due to, physical, personal, moral or religious reasons?

No

Yes

Please explain.

THEFT

68. Have you ever been involved, directly or indirectly, in a theft? (*shoplifting, theft of/from vehicle, or theft from family member/friend*)

No

Yes

If yes, please provide details – including:

What was stolen, from whom was it stolen, the date(s) of the offence(s), why you committed the theft(s), and what happened to the property?

69. Have you ever been involved in any criminal activity at any of your workplaces? (*theft of merchandise, office supplies, money, misappropriation of funds, fraud, or converting anything to your personal use without authorization*)

No

Yes

If yes, please provide details including dates, position within company, employer and type of property.

70. Have you ever purchased or been given anything you thought or knew was obtained from a crime?

No

Yes

If yes, please provide details including dates, type of property, how you obtained it and if you are still in possession of this property.

71. Are you currently in possession of any stolen property?

No

Yes

If yes, provide details including what property and where/how it was obtained.

72. Have you ever been a passenger or driver of a stolen vehicle?

No

Yes

If yes, please provide details.

TECHNOLOGICAL CRIME

73. Have you ever illegally downloaded, streamed, sold, given away or otherwise obtained any software or media content (this includes movies, tv shows, music files)?

No

Yes

If yes, please provide details – including dates.

74. Have you ever hacked, or attempted to hack, or gained unauthorized access into **any** computer system without permission?

No

Yes

If yes, please provide details – including dates.

75. Have you ever threatened, harassed or stalked anyone over the internet?

No

Yes

If yes, please provide details – including dates.

76. Have you ever written, compiled, created, or knowingly distributed, a computer virus, worm, Trojan or an illegal SPAM via the internet or e-mail?

No

Yes

If yes, please provide details – including dates.

77. Have you ever purposely damaged, destroyed, or corrupted data/hardware on **any** computer system?

No

Yes

If yes, please explain.

78. Have you ever used the internet for the purpose of committing fraud or any other Criminal Code offence? (child pornography, hacking, harassment, theft of software, etc.)

No

Yes

If yes, please provide details including dates.

OTHER CRIMINAL ACTIVITY

79. (a) Aside from any previously disclosed information, please list any **undetected criminal activity** you have ever been involved in. Be as specific and detailed as possible.

(b) Including any previously disclosed information, what is the most serious undetected crime you have ever been involved in?

80. Have you ever committed perjury while giving testimony under oath as a witness, victim or accused, or ever affirmed or sworn to a false document?

No

Yes

Please provide details including dates.

81. Have you ever been convicted, charged or involved in any way in a criminal offence in Canada or in any other country?

No

Yes

Please provide details including dates.

82. Have you ever committed, participated or been involved in any of the following Criminal Code offences:

- | | | |
|--------------------------------|-----------------------------|------------------------------|
| <i>Arson.....</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| <i>Murder.....</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| <i>Robbery.....</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| <i>Vandalism.....</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| <i>Fraud.....</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| <i>Kidnapping.....</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| <i>Bombing.....</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| <i>Break and Enter.....</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| <i>Harassment/stalking...</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| <i>Cruelty to animals.....</i> | <input type="checkbox"/> No | <input type="checkbox"/> Yes |

If you marked **yes** to any offence, please provide details of the offence(s).

83. Have you ever been involved in any type of fraud? (*Insurance fraud, price tag switching, vehicle odometer rollback, Income Tax, Employment Insurance, etc.*)

No

Yes

Please provide details including dates.

84. Have you ever deliberately falsified any official documents? (*Income Tax, Customs, Employment Insurance, student loans, credit applications, bank documents, insurance claims, etc.*)

No

Yes

Please provide details including dates.

85. Have you ever, or do you currently, associate with individuals or groups who are/were engaged in criminal activity? (*Racial gangs, motorcycle gangs, street gangs, organized crime groups, white supremacist groups, protest action groups, terrorist networks or cells, etc.*)

No

Yes

Please provide details including dates, individuals and criminal activity.

86. Have you ever researched, manufactured or used an explosive device or flammable devices? (*Bombs, Molotov cocktails, pipe bombs, etc.*)

No

Yes

Please provide details including dates and circumstances.

INVOLVEMENT WITH LAW ENFORCEMENT

87. Other than traffic violations or for your work capacity, have you ever been checked by the police where information about you was documented in any manner?

No

Yes

Please provide details including dates and circumstances.

88. Have you been involved in, in attendance or present during any circumstance where police were called or responded?

No

Yes

Please provide details including dates and circumstances.

89. Have you ever been refused security clearance or bond?

No

Yes

Please provide details including dates and circumstances.

90. Have you ever impersonated a police officer?

No

Yes

If yes, please explain.

91. Have you ever lied to a police officer?

No

Yes

If yes, please explain.

92. Have you ever hidden anyone from the police or helped anyone avoid being arrested?

No

Yes

If yes, please explain.

93. Have you ever done anything for which you could have been arrested?

No

Yes

If yes, please explain.

94. Were you ever present when a serious crime was being committed? (assault, etc.)

No

Yes

If yes, please explain.

FIREARMS

95. (a) Do you own or possess any **licensed and/or unlicensed** firearms?

No

Yes

If yes, please describe firearm and continue to (b).

(b) If you own/possess a firearm, have you applied for/do you have a firearm's license?

No

Yes

Please provide circumstances if applicable.

96. Have you ever been refused a firearm's license?

No

Yes

If yes, please provide details.

97. If you own a firearm, is it stored in accordance with current legislation?

- No
- Yes
- Not applicable

If no, describe how the firearm is stored.

98. Do you possess or own any prohibited weapons? (*brass knuckles, crossbow, morning star, spike wristband, switch blade, Nunchaku sticks, etc.*)

- No
- Yes

If yes, please provide details.

FISH & GAME

99. Have you ever committed any fish and game violations?

- No
- Yes

Please provide details.

100. Have you ever illegally transported a firearm in a motor vehicle?

No

Yes

Please provide details.

TELECOMMUNICATIONS

101. Do you possess or own an illegal satellite receiver system or have illegal cable/internet access?

No

Yes

If yes, please describe product and circumstances if applicable.

BACKGROUND

102. Are you aware of any reasons that may disqualify you from becoming a Police Officer with the Royal Newfoundland Constabulary?

No

Yes

Please provide details.

103. Do you have any physical disability or condition that may affect your ability to perform policing duties?

No

Yes

Please provide details.

104. Are you currently, or have you been, a client of the Workplace, Health, Safety and Compensation Commission?

No

Yes

Please provide details including dates.

105. Have you ever suffered from or have you ever been treated for clinical depression or anxiety disorder?

No

Yes

If yes, please provide details including time period.

106. Have you ever been prescribed anti-depressant medication?

No

Yes

If yes, please provide details of the drug, dosage, time frame.

107. Have you ever **tried or seriously considered** taking your life?

No

Yes

Please provide details including dates, circumstances.

108. Have you ever been referred to or been seen by a mental health professional?

No

Yes

Please provide details including dates, circumstances.

109. Have you ever been tested, diagnosed, or prescribed medication for a learning disorder?

No

Yes

If yes, please provide details.

110. Do you have any phobias?

No

Yes

If yes, please provide details.

111. Are you associated with any companies or businesses not listed in your application?
Are you a member of any clubs or organizations? Do you hold a position there?

No

Yes

If yes, please provide specific details.

112. In the past ten years, have you been involved in any litigation suits?

No

Yes

If yes, please provide specific details including type, status, and outcome.

113. Have you ever been involved in ANY criminal activity that you have not previously disclosed or documented?

No

Yes

Please provide details including dates, circumstances and type of crime.

114. Have you ever knowingly provided any false information or deliberately withheld any information in your application to the Royal Newfoundland Constabulary?

No

Yes

Please provide details.

115. Is there any information you wish to add or disclose that you feel the Royal Newfoundland Constabulary should be aware of? **Non-disclosure may affect the status of your application.**

No

Yes

Please provide details.

This concludes the questionnaire for applicants with no previous law enforcement experience.

All issues MUST be disclosed in advance of the Pre-Employment Polygraph examination or disqualification will be considered. Should you have any questions or concerns, you are advised to contact a Recruiting Officer at rncrecruiting@rnc.gov.nl.ca.

NOTE:

The following section is intended for candidates with previous law enforcement experience and addresses issues reflective of their ethics and integrity.

“Law enforcement” includes police officer, peace officer, special constable, sheriff, corrections officer, bylaw officer or military police officer.

If you DO NOT HAVE previous police experience ...

Please do not complete the following section.

Please review your application and ensure you have answered ALL of the questions truthfully and accurately; and have signed the Declaration, Acknowledgement and Consent. Failure to answer any questions may result in disqualification.

FOR PREVIOUS LAW ENFORCEMENT EXPERIENCE ONLY

NOTE:

The following section is intended for candidates with previous law enforcement experience and addresses issues reflective of their ethics and integrity.

“Law enforcement” includes police officer, peace officer, special constable, sheriff, corrections officer, bylaw officer or military police officer.

116. Where and when did you receive your law enforcement recruit training?

Please provide details.

117. How many years of law enforcement experience have you accumulated?

Please provide circumstances if applicable.

118. Presently, what rank do you hold? *If promoted, please identify when this occurred?*

119. Have you been, or are you now, the subject of civil litigation as a result of your duties as a law enforcement officer?

No

Yes

Please provide details if applicable.

120. Have you been, or are you now, the subject of an internal or external investigation as a result of your duties as a law enforcement officer?

No

Yes

Please provide details if applicable.

121. Were you ever disciplined for inappropriate conduct or unauthorized conduct while employed as a law enforcement officer?

No

Yes

Please provide details if applicable.

122. Were you ever absent from duty for any extended periods of time other than for authorized purposes or medical reasons?

No

Yes

Please provide details if applicable.

123. Have you ever deliberately committed any criminal act while employed as a law enforcement officer that, if detected, you could / would face prosecution?

No

Yes

Please provide details if applicable.

124. (a) As a law enforcement officer, were you ever with another officer when they committed a crime?

No

Yes

If yes, please explain and complete question (b).

(b) Did you report the incident?

No

Yes

If no, please explain.

125. Have you ever been involved in a situation where you deliberately neglected your duties or intentionally violated policy and procedure?

No

Yes

If yes, please explain.

126. As a law enforcement officer, have you ever received a kickback or accepted a bribe?

No

Yes

If yes, please explain.

127. As a law enforcement officer, have you ever falsified a police report? (i.e. *evidence receipts, criminal investigations, falsified written statements, police log, etc.*)

No

Yes

If yes, please explain.

128. As a law enforcement officer, have you ever intentionally made a false arrest?

No

Yes

If yes, please explain.

129. As a law enforcement officer, have you ever used excessive force?

No

Yes

If yes, please explain.

130. As a law enforcement officer, have you ever illegally destroyed any seized evidence?

No

Yes

If yes, please explain.

131. As a law enforcement officer, have you ever, *with or without authorization*, taken exhibits for your own personal use or gain?

No

Yes

If yes, please explain.

132. As a law enforcement officer, have you ever stolen anything from your department?

No

Yes

If yes, please explain.

133. As a law enforcement officer, have you ever stolen anything from a crime scene, accident scene, property room, vehicle, victim or accused person?

No

Yes

If yes, please explain.

134. As a law enforcement officer, have you ever unlawfully used, sold or possessed any illegal drugs?

No

Yes

If yes, please explain.

135. As a law enforcement officer, have you ever used your position for personal gain?

No

Yes

If yes, please explain.

136. Have you ever engaged in a sexual act with a prisoner or anyone else in your custody (i.e. witness), or with anyone directly related to your investigation?

No

Yes

If yes, please explain.

137. Have you ever told a relative, friend or acquaintance about an active investigation that involved them or someone they knew?

No

Yes

If yes, please explain.

138. Have you ever intentionally covered up an offence for a relative, friend or acquaintance?

No

Yes

If yes, please explain.

This concludes the questionnaire for experienced officers.