Recruitment Information

ALTERNATIVE RESPONSE OFFICER
SPECIAL CONSTABLE

Great care is taken to ensure that the right people are selected to become Alternative Response Officers (ARO). The recruitment and selection process contain many stages; each step critical to ensuring a positive person-job fit. From start to finish, the process can take a number of months. Processing time is no reflection on the quality of an application.

Once selected, the successful candidate will be sworn in as a Special Constable and begin training at the Saskatoon Police Service Headquarters. All new, untrained Special Constables will participate in eight weeks of learning, divided between classroom time and on-the-job training. The first four weeks will be based in the classroom, focusing on such topics as: law, internal Saskatoon Police Service procedures, defensive tactics, de-escalation processes, Saskatoon human service agencies, cross-cultural intelligence and police-oriented Calls to Action and Calls to Justice.

The final four weeks will comprise practical, on-the-job training under the supervision of Field Training Officers and the Alternative Response Sergeant. The focus of this training segment will include: community engagement strategies, minor enforcement processes, report taking procedures, and conduct with arrested and apprehended persons.

Applicants who possess Community Safety Officer Certification from another Saskatchewan municipality or province will have their prior training and experience assessed on a case-by-case basis.

Selection Process

- **Application –** submission of the completed application package:
    - General Information Form
    - The Police Act Employment Application, Form R1
    - Personal Information
    - Family Members
    - Release of Information Form
    - Self-Identification Questionnaire
    - Vision Form
    - Driver's abstract from the province of residence, dated within one moth of the application
    - Photocopy of current driver's license, including phot
    - University, college, GED, and high school transcripts

- **Physical Test –** successful completion of the Peace Officers' Physical Abilities Test (POPAT). The POPAT is conducted by the University of Saskatchewan (U of S) College of Kinesiology staff in the Saskatoon Police Service (SPS) Gymnasium or another University location. Applicants must register with the SPS Recruiting Unit by submitting the Testing Registration Form. The cost to take the test is $60.00, pre-paid payable to the U of S testing staff. The POPAT Medical Clearance form must be printed and signed by the applicant's family physician prior to taking the test.

- **Initial Interview –** following a review of applications, successful candidates will be invited to conduct an initial interview. Questions will gauge an applicant's understanding of Canadian law enforcement in general, *The Charter of Rights and Freedoms,* as well as issues specific to Saskatoon relating to culture and diversity, human service programs, and socio-economic factors.

- **Polygraph Examination** – this second employment interview will be conducted by a Sergeant trained and certified in the use of a polygraph instrument.

- **Psychological Interview** – this interview will be conducted by either the SPS staff psychologist or a contract psychologist.

- **Background Investigation** – checks will be completed by a police officer assigned to the Recruiting Unit. References are contacted to determine if an applicant's personal history, traits, and characteristics are suitable for a career with the Saskatoon Police Service as an Alternative Response Officer. People contacted for these interviews could include past and present employers, colleagues, Elders, family members, long-time friends, neighbours, and landlords.

- **Panel Interview –** selected applicants will participate in a final panel interview with Executive, Recruiting, and Human Resources personnel.

- **Medical Exam and Selection Decision –** applicants who successfully complete all stages of the selection process are offered employment, subject to a successful medical examination.

- **Training** – following being sworn in as Special Constables, applicants will undertake a four-week in-service training program delivered at the SPS Headquarters. The training curriculum will include laws, procedures, Defensive Tactics, and local agency and cultural knowledge. Following successful completion of the Alternative Response Officer training program, Special Constables will begin one

month of field training under the direct supervision of experienced Police Officers. Applicants with prior training and experience will have a prior learning assessment conducted to ascertain the appropriate amount of complementary SPS – specific training.

- **Employment Equity**

  The Service is aware of the changing face of our community. To better reflect the cultural diversity of the citizens of Saskatoon, we are committed to increasing the number of women, Indigenous peoples, visible minorities, and individuals with disabilities within the organization.

Alternative Special Constable Employment Application
General Information

Mail to: Saskatoon Police Service Attn: Recruitment
P.O. Box 1728 Saskatoon, Sask. S7K 3R6 **OR**
Courier/drop off at: 76 – 25th Street East, Saskatoon, Sask. S7K 3P9

1. An essential component in the selection process of the Saskatoon Police Service is a thorough background investigation and security check. Information gathered will be used to assess the suitability of the applicant for a peace police career. There will be a security check on applicants and possibly members of their families.

2. All questions must be answered. If extra space is required attach additional pages. Where a question is not applicable, mark N/A. Attach a note explaining why any question is left blank.

3. All information supplied is subject to verification by investigation. **False statements can result in disqualification or dismissal if employed.**

4. No information received from inquiries concerning information in this application will be released to the applicant.

Last Name		First Name	Middle Name(s)	
Full Address		City	Province	Postal Code
Telephone (Residence)	Telephone (Business)	Telephone (Other)	Date of Birth (YY-MM-DD)	
Email Address				

Please **read the following instructions carefully**. Upon receipt of your application package, you will officially be in the recruit selection process. After your application package has been reviewed, you will receive a letter outlining the next steps you must take in the process.

Candidates that are 3 years clear of any criminal activity will be preferred.

You may be deferred as a result of disclosures made in your Personal Disclosure Form.

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

"I have read and understood the above information."

_____ _____

Signature Date

Employment Package Requirements:

You must complete and submit the following. Check off when complete.

1. General Information Form □
2. The Police Act Employment Application, Form R1 □
3. Personal Information □
4. Family Members □
5. Release of Information Form □
6. Self Identification Questionnaire □
7. Personal and Professional Reference Form □
8. Personal Disclosure Form □
9. Driver's abstract from the province of residence, dated one month of the application □
10. Photocopy of current driver's license, including photo □
11. University, college, or GED and high school transcripts □
12. Resume □
13. First Aid CPR □

All materials will become the property of the Saskatoon Police Service and will not be returned. The Personal Disclosure Form must be current within six months of application.

Please indicate how you heard about our recruitment opportunities:

□ Newspaper (Please indicate) _____

□ TV or Radio _____

□ Recruiting Presentation (Specify location) _____

□ Community Contact/Agency _____

□ School/College/University Guidance _____

□ Internet/email _____

□ Posting _____

□ Other _____

Revised November 10, 2026

The Police Act

EMPLOYMENT APPLICATION

Form R1

LAST NAME	FIRST NAME		MIDDLE NAME(S)
FULL ADDRESS	CITY	PROVINCE	POSTAL CODE
TELEPHONE NUMBER (RES.) / TELEPHONE NUMBER (BUS.) / TELEPHONE (OTHER)	DATE OF BIRTH YY MM DD		SOCIAL INSURANCE NUMBER
SEX ☐ Male ☐ Female / PLACE OF BIRTH	EMAIL ADDRESS		

If at any time you have used a last name or given name other than the one listed above, list change.	NAME CHANGED FROM	NAME CHANGED TO	DATE OF CHANGE YY MM DD
	NAME CHANGED FROM	NAME CHANGED TO	DATE OF CHANGE YY MM DD

DRIVER'S LICENCE	PROVINCE	CLASS(ES)	DRIVER'S LICENCE NUMBER	NUMBER OF YEARS DRIVING

Have you ever had your driver's licence suspended? ☐ YES ☐ NO	**If Yes, provide details.**

EDUCATION AND TRAINING (PROOF OF EDUCATION WILL BE REQUIRED PRIOR TO ENGAGEMENT)

HIGH SCHOOL (Circle highest year completed) **10 11 12 13**	NAME OF SCHOOL	DIPLOMA OR GED OBTAINED? ☐ YES ☐ NO	FINISH DATE YY MM

POST SECONDARY EDUCATION	NAME OF SCHOOL	CITY	
PROGRAM OR COURSE		START DATE YY MM	FINISH DATE YY MM
LENGTH OF COURSE	DEGREE, CERTIFICATE, DIPLOMA OR LICENCE AWARDED? (If No, provide details) YES ☐ NO		

POST SECONDARY EDUCATION	NAME OF SCHOOL	CITY	
PROGRAM OR COURSE		START DATE YY MM	FINISH DATE YY MM
LENGTH OF COURSE	DEGREE, CERTIFICATE, DIPLOMA OR LICENCE AWARDED? (If No, provide details) YES ☐ NO		

POST SECONDARY EDUCATION	NAME OF SCHOOL	CITY	
PROGRAM OR COURSE		START DATE YY MM	FINISH DATE YY MM
LENGTH OF COURSE	DEGREE, CERTIFICATE, DIPLOMA OR LICENCE AWARDED? (If No, provide details) YES ☐ NO		

ADDITIONAL EDUCATION INCLUDING COURSES, WORKSHOPS AND SEMINARS. (ATTACH AN ADDITIONAL SHEET IF FURTHER SPACE IS REQUIRED).
ADDITIONAL COMPUTER SKILLS, TRAINING COURSES. (ATTACH AN ADDITIONAL SHEET IF FURTHER SPACE IS REQUIRED). (e.g. ON-THE-JOB TRAINING; ENTRY LEVEL WINDOWS; BASIC KEYBOARDING, etc.)
LANGUAGES SPOKEN
LANGUAGES WRITTEN

HAVE YOU EVER WRITTEN A POLICE APPLICANT TEST? ☐ YES ☐ NO

IF YES, WHEN, WHERE AND DID YOU PASS OR FAIL?

HAVE YOU EVER TAKEN A POLICE PHYSICAL ABILITIES TEST? ☐ YES ☐ NO

IF YES, WHEN, WHERE AND DID YOU PASS OR FAIL?

HAVE YOU EVER TAKEN A POLYGRAPH EXAMINATION? ☐ YES ☐ NO

If YES, WHEN, WHERE AND WHY?

LIST ALL PAST APPLICATIONS TO THIS OR ANY OTHER POLICE AGENCIES

POLICE AGENCY	APPLICATION DATE YY MM DD	STATUS (describe reason for non-selection)

EMPLOYMENT HISTORY

Begin with your most recent employer.
Provide an explanation for all gaps in employment.

MOST RECENT	EMPLOYER'S NAME	TELEPHONE NUMBER
EMPLOYER'S ADDRESS	CITY	POSTAL CODE
NAME OF DIRECT SUPERVISOR		TELEPHONE NUMBER
DATE STARTED YY MM	DATE LEFT YY MM	POSITION HELD
DUTIES/RESPONSIBILITIES		
REASON FOR LEAVING		

2	EMPLOYER'S NAME	TELEPHONE NUMBER
EMPLOYER'S ADDRESS	CITY	POSTAL CODE
NAME OF DIRECT SUPERVISOR		TELEPHONE NUMBER
DATE STARTED YY MM	DATE LEFT YY MM	POSITION HELD
DUTIES/RESPONSIBILITIES		
REASON FOR LEAVING		

3	EMPLOYER'S NAME	TELEPHONE NUMBER
EMPLOYER'S ADDRESS	CITY	POSTAL CODE
NAME OF DIRECT SUPERVISOR		TELEPHONE NUMBER
DATE STARTED YY MM	DATE LEFT YY MM	POSITION HELD
DUTIES/RESPONSIBILITIES		
REASON FOR LEAVING		

4	EMPLOYER'S NAME	TELEPHONE NUMBER
EMPLOYER'S ADDRESS	CITY	POSTAL CODE

NAME OF DIRECT SUPERVISOR	TELEPHONE NUMBER

DATE STARTED YY MM	DATE LEFT YY MM	POSITION HELD
DUTIES/RESPONSIBILITIES		
REASON FOR LEAVING		

5	EMPLOYER'S NAME	TELEPHONE NUMBER
EMPLOYER'S ADDRESS	CITY	POSTAL CODE
NAME OF DIRECT SUPERVISOR		TELEPHONE NUMBER

DATE STARTED YY MM	DATE LEFT YY MM	POSITION HELD
DUTIES/RESPONSIBILITIES		
REASON FOR LEAVING		

HAVE YOU EVER BEEN TERMINATED FROM EMPLOYMENT OR BEEN ASKED TO RESIGN? PLEASE PROVIDE DATES, DETAILS AND EXPLANATION.

Revised November 10, 2026

PERSONAL INFORMATION

LAST NAME	FIRST NAME	MIDDLE NAME(S)	PREFERRED FIRST NAME

☐ SINGLE ☐ MARRIED ☐ COMMON-LAW ☐ SEPARATED ☐ DIVORCED ☐ DOMESTIC PARTNER

If you have checked married, common-law or domestic partner, give full name, date of birth, and address and address of your partner.

LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
FULL ADDRESS	**CITY & PROVINCE**	**POSTAL CODE**	**TELEPHONE NO.**

Starting with the most recent, list the 3 previous addresses where you have resided. Estimate age of cohabitant if exact date of birth cannot be obtained. Use next page or attach additional sheet if required.

1	ADDRESS	CITY	PROV	FROM YY MM DD	TO YY MM DD

NAMES OF PERSON(S) WHO SHARED ADDRESS WITH YOU	TELEPHONE NUMBER	RELATIONSHIP	DATE OF BIRTH YY MM DD
		RELATIONSHIP	DATE OF BIRTH YY MM DD
		RELATIONSHIP	DATE OF BIRTH YY MM DD
		RELATIONSHIP	DATE OF BIRTH YY MM DD

2	ADDRESS	CITY	PROV	FROM YY MM DD	TO YY MM DD

NAMES OF PERSON(S) WHO SHARED ADDRESS WITH YOU	TELEPHONE NUMBER	RELATIONSHIP	DATE OF BIRTH YY MM DD
		RELATIONSHIP	DATE OF BIRTH YY MM DD
		RELATIONSHIP	DATE OF BIRTH YY MM DD
		RELATIONSHIP	DATE OF BIRTH YY MM DD

3	ADDRESS	CITY	PROV	FROM YY MM DD	TO YY MM DD

NAMES OF PERSON(S) WHO SHARED ADDRESS WITH YOU	TELEPHONE NUMBER	RELATIONSHIP	DATE OF BIRTH YY MM DD
		RELATIONSHIP	DATE OF BIRTH YY MM DD
		RELATIONSHIP	DATE OF BIRTH YY MM DD
		RELATIONSHIP	DATE OF BIRTH YY MM DD

Have you ever been convicted of any criminal offence in **Canada** or **in any other country**?	☐ YES ☐ NO
Have you ever been granted a pardon or the equivalent of a pardon? **(Attach Pardon Documentation).**	☐ YES ☐ NO
Are you now, or have you ever been investigated, arrested, or charged in **Canada** or **in any other country** for an offence of any kind? (Criminal Code, Provincial and Municipal offences)	☐ YES ☐ NO
Have you ever been found guilty of any criminal offence in **Canada** or **in any other country** when you were under the age of 18?	☐ YES ☐ NO
Are you associated with any companies or businesses not listed on your application?	☐ YES ☐ NO
Are you a member of any clubs or organizations? If yes, what position do you hold?	☐ YES ☐ NO
In the past ten years have you been involved in any civil law suits?	☐ YES ☐ NO
If you have answered "Yes" to any of the above questions, attach an additional sheet providing complete details regarding the specific incident, including what occurred, when, where, and why.	

FINANCIAL STATUS

Have you any loans or debts? ☐ YES ☐ NO

If yes, provide details.

Name of Creditor	Type (Loans, Credit Cards, Mortgages)	When Occurred	Original Amount	Monthly Payment	Amount of arrears if any	Balance Outstanding

Have you ever been sued for non-payment of a debt? ☐ YES ☐ NO

If yes, provide details.

Have you ever been subject to wage garnishee or financial judgment against you? ☐ YES ☐ NO

If yes, provide details.

This is confidential information and will be treated as such.
I hereby certify that the foregoing information is true and complete to the best of my knowledge and belief.

_____ _____

Date Applicant's Signature

FAMILY MEMBERS

Include your immediate family (Natural Father, Natural Mother, Adoptive Father, Adoptive Mother, Brother(s), Sister(s), Son(s), Daughter(s)). Attach additional sheet if required, follow suggested format.

1	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

2	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

3	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

4	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

5	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

6	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

7	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

8	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

9	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

10	LAST NAME/MAIDEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	DATE OF BIRTH YY MM DD
RELATIONSHIP	ADDRESS	CITY	PROV	TELEPHONE NO.

Saskatoon Police Service
Authorization to Release Information

TO WHOM IT MAY CONCERN:

Re:_____
(Print Name of Applicant)

I, the above-named Applicant, have applied to the Saskatoon Police Service ("SPS") for employment as a Constable. The SPS is currently in the process of assessing my qualifications and fitness for employment as part of the standard SPS Recruitment Process.

I have identified you or your organization as a past employer, prior educational institution, financial institution or creditor, family member or associate of mine. It is believed that you have information that will be important to the SPS in assessing my qualifications and fitness for employment.

I respectfully request and authorize you to provide the SPS with any and all information that you may have concerning me, my employment, my military service, my educational records, my reputation, and my financial and credit status. Please include photocopies of any and all medical records and reports including information of a confidential or privileged nature.

I hereby release, discharge, covenant not to sue, and agree to indemnify, save and hold harmless you and/or your organization from any liability or damage which may result from compliance with this request.

_____ _____
Date Signature of Applicant

_____ _____
Print Witness Name Signature of Witness

NOTE: A photocopy reproduction of this request shall be, for all intents and purposes, as valid as the original. You may retain this Authorization for your files.

Personal information shall be collected pursuant to The Local Authority Freedom of Information and Protection of Privacy Act and will be used in accordance with this Act. Questions about this collection should be directed to the SPS Access and Privacy Unit

Saskatoon Police Service
Personal Information

This form will be used for the purpose of character and security investigations.

Surname _____First Name_____

Middle Names_____

Maiden Name or other surnames used: _____

D.O.B. _____/_____/_____ Phone _____
YY MM DD

Present Address _____

Previous Address _____

Married, Common Law, or Domestic Partner: (circle one)

Surname: _____ First Name: _____ Middle Initial: _____

D.O.B. _____/_____/_____ Phone _____
YY MM DD

Maiden Name or other surnames used: _____

Address _____

_____ _____

Signature Date

Personal Reference

Name:

Personal Reference List 10 personal references who can speak of your character, skills and abilities. **Please do not include family members as references**			
1	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

2	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

3	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

4	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

5	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

6	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

7	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

8	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

9	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

10	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

Professional Reference

Name: _____

Professional Reference

List 5 professional references who can speak of your work duties, work ethic, skills and abilities, competencies and level of professionalism. These can include present or past teachers, instructors, professors, and supervisors. **If currently employed, please list your immediate supervisor.**

1	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

2	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

3	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

4	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known

5	**Surname**	**Given Names**	
Full Address			
Residence Telephone	Business Telephone	Occupation	Years Known



PERSONAL DISCLOSURE FORM

PERSONAL DISCLOSURE FORM and TRUTH VERIFICATION

Before writing answers to the questions contained in this Personal Disclosure Form (PDF), Applicants are advised to:

- **carefully read all information and notices on Pages 1, 2, and 3;**
- **read, initial and sign the Declaration, Acknowledgement and Consent on Page 4;**
- **follow the instructions listed on Page 5.**

Honesty, Integrity and Ethics are scrutinized closely in considering police officer applications. The PDF and Truth Verification are used to assist in determining an applicant's suitability for employment as a police officer with the Saskatoon Police Service.

The PDF pertains to your **ethics** 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 Truth Verification.

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 Pre-Employment Polygraph (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 Saskatoon Police Service.

You are **not obliged** to provide any information that relates to a conviction for which a pardon has been received or a conviction that was processed pursuant to the *Young Offenders Act* (R.S.C., 1985, c. Y-1, now repealed) or the *Youth Criminal Justice Act* (S.C., 2002, c.1).

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 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 the Recruiting Unit.

PERSONAL DISCLOSURE FORM

The Police Service 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 this Police Service. The information requested is essential for making these employment determinations. Applicants **who are three (3) years clear** of any detected or undetected criminal activity will be preferred for employment as a police officer.

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 Police Service 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 Police Service 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 Police Service **strongly discourages** an Applicant from completing the PDF or attending the Pre-Employment Polygraph Examination (PEP) 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 Saskatoon Police Service Recruiting Office 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 Saskatoon Police Service 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.

NOTICE FOR APPLICANTS WHO ARE CURRENTLY EMPLOYED BY THE SASKATOON POLICE SERVICE

If you are currently employed by the Saskatoon Police Service, please be advised that:

- deceit, dishonesty or non-disclosure concerning questions in this PDF, or
- disclosure of serious, recent or ongoing criminal or illegal activity

may result in discipline up to and including dismissal from your current employment with the Saskatoon Police Service.

NOTICE REGARDING FUTURE APPLICATIONS

If you apply for any other employment with, or at, the Police Service at any time in the future, deceit, dishonesty or non-disclosure concerning questions in this PDF, or disclosure of serious, recent, or ongoing criminal or illegal activity may be used to determine your suitability, eligibility and qualifications for employment. This may result in your disqualification from the employment process in question.

NOTICE REGARDING COLLECTION, USE AND DISCLOSURE OF INFORMATION

Personal information that is collected on this PDF will be used to determine your suitability, eligibility, and qualifications for employment with the Saskatoon Police Service. Questions about the collection, use or disclosure of this information may be directed to the Sergeant I/C – Recruiting Unit, Saskatoon Police Service, Box 1728, Saskatoon, SK, S7K 3R4. Telephone No. (306) 975-8282.

Saskatoon Police Service
DECLARATION OF APPLICANT – PERSONAL DISCLOSURE FORM

1, _____ on my own behalf.

1. **Acknowledge** that I have completed the Personal Disclosure Form (PDF) voluntarily, based on my desire to pursue a career as a police officer with the Saskatoon Police Service (SPS). The information I have provided is up-to-date, honest, accurate, and complete, to the best of my knowledge and belief.
2. **Consent** to my personal information being collected in the PDF, and used by the SPS to undertake a pre-employment polygraph (PEP), and to conduct a thorough background investigation and security check, should I successfully complete the PEP.
3. **Understand** that my deceit, dishonesty or non-disclosure concerning questions in the PDF may result in my disqualification from the recruitment process and any future employment with the SPS. I further understand that if I am currently employed by the SPS, any deceit, dishonesty or non-disclosure concerning information provided in the PDF, or disclosure of serious, recent or ongoing criminal activity, may result in discipline up to and including dismissal from my current employment.
4. **Understand** that any information provided in this PDF regarding serious, recent or ongoing criminal activity may be investigated by the SPS and/or disclosed to another law enforcement agency, and could result in arrest and criminal charges. I further understand that if, based on the information provided, I am deemed to pose a serious safety risk to myself or others, the SPS may be required to take action to ensure the ongoing safety of those at risk.
5. **Understand** that I may withdraw from the SPS Recruitment Process at any time. I may also refuse to answer any questions contained in the PDF, or asked at the PEP. Such refusal may result in my disqualification from the SPS Recruitment Process. I further understand that I may amend the information provided in the PDF at any time prior to the scheduled date for a PEP by contacting SPS Human Resources Recruiting.
6. **Release**, discharge, covenant not to sue, and agree to indemnify, save and hold harmless the SPS, the Saskatoon Board of Police Commissioners, the City of Saskatoon, and their respective administrators, directors, agents, officers, employees or assigns (each considered one of the "Releasees" herein) from all liability, claims, demands, losses or damages caused or alleged to be caused by my disclosure of the information in the Personal Disclosure Form. If I, or anyone on my behalf makes a claim against the Releasees, I agree to indemnify the Releasees, which includes paying their litigation expenses, attorney fees, loss, liability, damage or costs which they may incur.

I certify that the information proved by me in the PDF is true, correct, and complete to the best of my knowledge and belief. I acknowledge that I have read the instructions provided for the PDF and fully understand the terms. I have executed the PDF voluntarily on this _____ day of _____, 20_____.

_____ _____
Print Applicant's Name Signature of Applicant

_____ _____
Print Witness Name Signature of Witness

Personal information contained on this form is collected pursuant to *The Local Authority Freedom of Information and Protection of Privacy Act* and will be used in accordance with this Act. Questions about this collection should be directed to the SPS Access and Privacy Unit.

SURNAME:						
GIVEN NAME:			**SECOND NAME:**			
ADDRESS:			**PROVINCE:**			
CITY/TOWN:			**POSTAL CODE:**			
PHONE:	**HOME:**		**WORK:**		**OTHER:** (cell phone)	
SIGNATURE:						
DATE:						

PERSONAL DISCLOSUREFORM

IMPORTANT INSTRUCTIONS FOR COMPLETING THIS DOCUMENT

1. Download and print this document in original format.

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. Complete this document **in your own handwriting or printing**.

4. Use back of page or additional pages if more space is required.

5. Be completely **honest**.

1. Have you read the entire preface to this Personal Disclosure Form?
   - ❑ No
   - ❑ Yes

2. Do you understand the preface to this form?
   - ❑ No
   - ❑ Yes

   If no, please contact recruiting at (306) 975-8282.

3. Do you understand that a criminal investigation may be launched into your past if you have committed any of the offences listed in the preface?
   - ❑ No
   - ❑ Yes

4. Do you understand that lying on this form, omitting information, or failing to provide full details will eliminate you from the application process?
   - ❑ No
   - ❑ Yes

5. Have you ever taken a pre-employment or Criminal (Forensic) Polygraph test, EyeDetect Test (Ocular Motor Deception Test) or CVSA (Computer Voice Stress Analyzer)?
   - ❑ No
   - ❑ Yes

   If yes, please provide details…

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6. Have you ever been asked to take a Polygraph test, Eye Detect Test or CVSA (Computer Voice Stress Analyzer)?
   - ❑ No
   - ❑ Yes

   If yes, please provide details…

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7. What is the most serious undetected crime you have ever been involved in?

DRIVING:

8. Do you posses' a valid driver's license at this time? (This does not include a Graduated License)
   - ❑ No
   - ❑ Yes

List all traffic offences, including any photo enforcement offences, you have been charged with **since your driver's abstract was submitted**.

9. In the past, have you ever possessed a valid driver's license from any other Canadian province or territory?
   ❑ No
   ❑ Yes
   If yes, from which province or territory?

10. Has your current or any past driver's license ever been suspended for alcohol-related offences, demerits, overdue fines, etc.…?
    ❑ No
    ❑ Yes
    If yes, provide specific details of each incident including:
    – *Was your license suspended…?* – *Places, dates and times of each incident…?*
    – *The reason for suspension…?* – *The name of the investigating police agency…?*

11. Have you 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 specific details including:
    – *Places, dates and times of each incident…?* – *Any other relevant details…?*
    – *The name of the investigating police agency…?* –

12. Have you ever driven a vehicle in a dangerous manner? (i.e. Excessive speed, street racing, intentional contact with other vehicles, sex acts while driving, etc.)?
    - ❑ No
    - ❑ Yes

    If yes, provide specific details including:
    - *Places, dates and times of each incident…? – Any other relevant details…?*
    - *The name of the investigating police agency…?*

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NOTE:
In questions 13 and 14, "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.

13. In the last 3 years, have you driven a motor vehicle, boat, or other vehicle while impaired?
    - ❑ No
    - ❑ Yes

    In order to accurately assess level of impairment, please provide specific details including:
    - *The amount of alcohol consumed…? – Consumed over what period of time…?*
    - *Places, dates and times of each incident…? – Any other relevant details…?*

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14. Have you ever driven a motor vehicle, boat, or recreational vehicle while you were impaired (including the last time you drove impaired)?
    - ❑ No
    - ❑ Yes

    If yes, please provide specific details...

15. Have you ever driven a motor vehicle, boat, or other vehicle after you used cannabis?
    - ❑ No
    - ❑ Yes

    If yes, please explain…

16. Have you been intoxicated or high in the past year: If so, how many times? Provide information for each instance including what you consider "being intoxicated or high."
    - ❑ No
    - ❑ Yes

    If yes, please explain…

17. Have you ever been chased or pursued by the police, (I.E., a foot or motor vehicle chase)?
    - ❑ No
    - ❑ Yes

    If yes, please explain…

18. (a) How many motor vehicle accidents have you been involved in as the driver of the vehicle?

(b) **Referring to question 18(a),** in how many of those accidents, were you impaired by a drug or alcohol? If any, please provide dates, location and circumstances...

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

DRUG USE:

19. 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			
Cannabis					
Hash					
Hash Oil					
Weed Oil					
Cocaine					
Crack/Rock/Powder					
Heroin					
Methamphetamine					
Mushrooms					
Acid/LSD					
PCP					
Crystal Meth					
Inhalants (glue, gasoline, paint)					
Mescaline					
Ketamine					
Designer (homemade)					
Date Rape (DMX, GHB, Rohyphonol)					
Ecstasy					
Bath Salts					
Other (specify) _____					
Other (specify) _____					
Other (specify) _____					

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20. Have you ever illegally used any pharmaceutical (prescription) drugs or used any medication off label (other than as prescribed)?
    ❑ 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 (Xanax)					
Ritalin					
Oxycontine (Oxycodone)					
Oxycodine					
Dilaudid					
Inhalants (laughing gas, oxygen, etc.)					
Ativan					
Gabapentin					
Morphine					
Hydro morphine					
Beta-blocker					
Other (specify) _____					
Other (specify) _____					
Other (specify) _____					

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21. Have you ever used anabolic/growth hormone steroids?

❑ No

❑ Yes

If yes, please provide specific details and dates type and circumstances…

22. (a) Have you ever illegally purchased, sold, given away, offered, grown, manufactured, imported, exported, transported, held or stored any street or pharmaceutical drugs?

❑ No

❑ Yes

If yes, please provide specific details including dates, regarding the purchase and your involvement…

(b) When was the last time you bought cannabis that was NOT from an authorized retailer of cannabis owned by the private sector and regulated by SLGA?

23. Do you associate with anyone who uses illegal drugs, (i.e. friends, girlfriends, boyfriends, relatives, coworkers etc.…?
    - ❑ No
    - ❑ Yes

    If yes, please explain...

24. Have you ever been in a place where you knew illegal drugs were being used by someone else?
    - ❑ No
    - ❑ Yes

    If yes, what was your reaction…

FINANCIAL / CREDIT

25. Have you ever declared bankruptcy, used a credit management group, consumer proposal company or debt solution business?
    - ❑ No
    - ❑ Yes

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

26. Has a collection agency ever been assigned to any of your outstanding debts?
    - ❑ No
    - ❑ Yes

    If yes, please provide specific details including location, dates and amounts…

27. Do you gamble?
    - ❑ No
    - ❑ Yes

    If yes, please provide specific details including how much money you have spent, wagered, lost or won in the last year as a result of gambling…

28. Do you now or have you ever had a problem with debt?
❑ No
❑ Yes
If yes, please provide specific details including dates and circumstances…

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29. Please list all loans, mortgages, credit cards and lines of credit that you have.

LENDER	PURPOSE	ORIGINAL AMOUNT	BALANCE	MONTHLY PAYMENTS
		$	$	$
		$	$	$
		$	$	$
		$	$	$
		$	$	$
		$	$	$
		$	$	$
	TOTALS	**$**	**$**	**$**

30. Do you contribute to the payment of loans, mortgages, credit cards or lines of credit in the name of any other person?
❑ No
❑ Yes
If yes, please provide details of to whom payments were made to and the time period…

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SCHOOL & EMPLOYMENT HABITS:

31. Have you ever been suspended or formally reprimanded by an educational institution or have you ever engaged in any form of academic misconduct (cheating, plagiarism)?

❑ No
❑ Yes

If yes, please provide specific details including:

– *What was the nature of the incident…?* – *When did it occur…?*
– *What, if any, disciplinary action was taken…?* – *Where did it occur…?*

32. 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 specific details including date, frequency and reason…

33 Apart from valid medical reasons, how many days have you been absent from work without proper authorization over the past 12 months?

	Days

Please provide an explanation for these days you were absent…

34. Have you held any employment that you have not disclosed on your application for employment with this Police Service?

❑ No
❑ Yes

If yes, please provide specific details including dates, employer(s), and reason why…

35. Have you 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 specific details including dates, employer(s) and reason why...

36. (a) Have you ever been disciplined or documented for inappropriate behavior at work?

❑ No

❑ Yes

If yes, please provide specific details explaining the behavior and any action taken...

(b) If yes, please explain why you behaved inappropriately at work that caused you to be disciplined or documented for this behavior.

(c) In your opinion, was the action taken against you justified? Why or why not?

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

❑ No

❑ Yes

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

38. Have you ever kept, removed, duplicated, accessed without authorization and/or deleted any information, in any format, that you were under a legal, professional, work or moral obligation to safeguard?

❑ No

❑ Yes

If yes, please explain…

39. Have you ever attempted to influence or alter the results of an employment related drug test (including altering or substituting a sample)?

❑ No
❑ Yes

If yes, please explain…

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40. Have you ever lied to an employer on a job-related matter?

❑ No
❑ Yes

If yes, please explain…

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SEX TRADE WORKERS:

41. Have you ever communicated with a sex trade worker or an escort for the purpose of offering, or securing sexual services in Canada or elsewhere, (E.G., street sex trade worker, brothel, massage parlor, via the internet, etc.…)?

❑ No
❑ Yes

If yes, please provide specific details including:

– *How many times did it occur…?* – *When and where did this occur…?*
– *Who was your employer at the time…?*

42. Have you ever obtained sexual services in exchange for payment, (E.G., at a strip club, live sex show, massage parlor, or other place)?

❑ No
❑ Yes

If yes, please provide specific details including:

– *How many times did it occur…?* – *When and where did this occur…?*
– *Who was your employer at the time…?*

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

❑ No

❑ Yes

If yes, please explain…

44. Have you ever accepted the earnings of a sex trade worker?

❑ No

❑ Yes

If yes, please explain…

ILLEGAL SEXUAL ACTIVITY

45. 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, or other reason?

❑ No
❑ Yes

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

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NOTE:
Questions 46 and 47 do not include situations where ALL of the following apply:

- **the other person was over the age of 12,**
- **you were less than two 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.**

46. 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 specific details including dates, location, your age at the time, relationship to the person who was under 16, and circumstances...

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47. 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 specific details including dates, location, your age at the time, relationship to the person who was under 16, and circumstances...

48. 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 specific details including dates, location and circumstances…

49. Have you ever committed incest? ***(Not including your own victimization…)***

❑ No

❑ Yes

If yes, please explain…

50. Have you ever engaged in sexual activity with an animal*?*

❑ No

❑ Yes

If yes, please explain…

51. Have you ever given anyone some type of drug or substance, without their knowledge, prior to engaging in sexual activity?

❑ No

❑ Yes

If yes, please explain…

52. Have you ever made anonymous or unwanted sexual phone calls?

❑ No
❑ Yes
If yes, please explain…

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53. Have you ever possessed sexual or nude images/videos of another person by consent and shared them someone else?

❑ No
❑ Yes
If yes, please explain…

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54. Have you ever observed, videotaped, or photographed in any form (peeping, telescope, binocular, electronically captured with a cell phone, camera or the naked eye) sexual acts of another person without their knowledge?

❑ No
❑ Yes
If yes, please explain…

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55. Have you ever watched another person who was naked or partly naked without their knowledge or consent?

❑ No
❑ Yes
If yes, please explain…

56. Have you deliberately exposed yourself to anyone in public or sent/displayed images of a sexual nature to a non-consenting recipient? (including sexual activity in a public place/parked vehicle or mooning)?

❑ No
❑ Yes
If yes, please explain…

57. Have you ever accessed, viewed, purchased, 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…

58. Do you view pornography?
❑ No
❑ Yes
If yes, please explain…

59. Have you ever attempted to lure a person under the age of 18 to meet you for the purpose of any sexual activity, including communication over the internet?
❑ No
❑ Yes
If yes, please explain…

USE OF FORCE

60. Have you ever been in a physical altercation with a spouse, partner or any other person associated to you in a domestic or family relationship?
❑ No
❑ Yes
If yes, please provide specific details including dates and relationship...

61. Have you ever been in a physical altercation with an adult person?

❑ No

❑ Yes

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

62. Have you ever been physically violent toward a child?

❑ No

❑ Yes

If yes, please provide specific details including dates, location and circumstances…

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

❑ No
❑ Yes
If yes, please explain…

64. Have you ever been verbally abusive, or threatened anyone, (I.E., intimidation, bullying, road rage, etc.…)?

❑ No
❑ Yes
If yes, please explain…

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

❑ No
❑ Yes
If yes, please explain…

66. Have you ever injured yourself or someone else with a firearm or weapon?
❑ No
❑ Yes
If yes, please explain…

67. Have you ever carried a concealed weapon?
❑ No
❑ Yes
If yes, please explain…

THEFT:

68. Have you ever been involved, directly or indirectly, in a theft, (E.G., shoplifting, theft of/from vehicle, theft from family member/friend, restaurants, bars, road signs, taxis, etc.)?
❑ No
❑ Yes
If yes, please provide specific details – including:
– *What was stolen…?* – *From whom it was stolen…?*
– *The date(s) of the offence(s) …?* – *Why you committed this/these thefts…?*
– *What happened to the property…?* – *How and when was it disposed of…?*
– *If you are no longer in possession of this property, what did you do with it…?*

69. Have you ever been involved in any criminal behavior at any of your workplaces, *(E*.G., 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 specific details including dates, position within company, employer and type of property...

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

❑ No
❑ Yes

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

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

❑ No

❑ Yes

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

NOTE:
Possession of stolen property may be of concern. These situations will be examined on a case-by-case basis.

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

❑ No

❑ Yes

If yes, please provide specific details…

TECHNOLOGICAL CRIME:

73. Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission?

❑ No
❑ Yes

If yes, please provide specific details – including dates…

74. Do you possess, use or own an illegal satellite receiver system or have unauthorized access to Wi-Fi, internet, cable, or streaming services (Netflix, Amazon Prime, Disney, etc.)?

❑ No
❑ Yes

If yes, please describe product and circumstances if applicable…

75. Have you ever accessed or attempted to gain access to the Dark Web or have you ever accessed or attempted to gain access to a terrorist website, chat room or other material?

❑ No

❑ Yes

If yes, please provide specific details – including dates…

76. Have you ever threatened, harassed or otherwise stalked anyone over the internet, including accessing confidential databases (motor vehicle, licensing information, medical records, etc.) to view personal details?

❑ No

❑ Yes

If yes, please provide specific details – including dates…

77. Have you ever posted anything on the internet or had anything posted on a social media site (i.e. Facebook, Twitter, Instagram, Snapchat, Whatsap, etc.) that would be inappropriate (i.e. bullying, racist, homophobic, sexually explicit videos/pictures, etc.)?

❑ No
❑ Yes

If yes, please provide specific details – including dates…

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OTHER CRIMINAL ACTIVITY:

78. 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 specific details including dates...

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79. Have you ever committed or participated in any of the following Criminal Code offences:

Arson	❑ No	❑ Yes
Murder	❑ No	❑ Yes
Robbery	❑ No	❑ Yes
Vandalism.....	❑ No	❑ Yes
Fraud	❑ No	❑ Yes
Kidnapping	❑ No	❑ Yes
Bombing	❑ No	❑ Yes
Break and Enter.....	❑ No	❑ Yes
Harassment/stalking	❑ No	❑ Yes
Cruelty to animals	❑ No	❑ Yes

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

80. Have you ever been involved in any type of fraud, or deliberately falsified any official documents, (E.G., insurance fraud, price tag switching, Income Tax fraud, Employment Insurance, WCB, Customs Declarations, Credit Applications, etc.…)?

❑ No
❑ Yes

Please provide specific details including dates...

81. Have you ever, or do you currently, associate with individuals or groups who are/were engaged in criminal activity?

❑ No
❑ Yes

Please provide specific details including dates, individuals and criminal activity...

82. Have you ever been associated online with an individual or group who is involved with organized crime? (This includes: Mafia, terrorist organizations, street gangs, outlaw motorcycle gangs, racial groups, etc.)

❑ No

❑ Yes

Please provide specific details including dates…

83. Have you ever been associated to, or been a member of, any militant, subversive organization or individual, I.E., racial gangs, motorcycle gangs, street gangs, organized crime groups, white supremacist groups, protest action groups, terrorist networks or cells, freedom fighters?

❑No

❑Yes

Please provide specific details including dates…

84. Have you ever engaged in the intentional damage or destruction of any private or public property (including bus shelters, signs, vehicles, etc.)?

❑ No
❑ Yes
Please provide specific details …

85. Have you ever researched, manufactured or used an explosive device or incendiary device, (E.G., bombs, Molotov cocktails, pipe bombs, etc.…)?

❑ No
❑ Yes
Please provide specific details including dates and circumstances...

86. Have you ever participated in any type of smuggling, including non-disclosure of goods at a border crossing (humans, cigarettes, drugs, weapons, prohibited products from other countries)?

❑No

❑Yes

Please provide specific details including dates…

87. Were you ever present when a serious crime was being committed?

❑No

❑Yes

Please provide specific details…

88. Do you associate with any criminal groups other than as a requirement in a professional capacity?
    ❑ No
    ❑ Yes
    Please provide specific details…

INVOLVEMENT WITH LAW ENFORCEMENT:

89. Other than traffic violations or for your work capacity, I.E., Security Clearance Check, have you ever been checked by the police where information about you was documented in any manner?
    ❑ No
    ❑ Yes
    Please provide specific details including dates and circumstances…

90. Have you been involved in or in attendance at any circumstance where police were called or responded?

❑ No
❑ Yes

Please provide specific details including dates and circumstances...

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

❑ No
❑ Yes

Please provide specific details including dates and circumstances…

92. Have you ever impersonated a police officer?

❑ No
❑ Yes

If yes, please explain…

93. Have you ever lied to a police officer during an investigation (including as a witness or as a victim making a false complaint)?

❑ No
❑ Yes

If yes, please explain…

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

❑ No
❑ Yes

If yes, please explain…

95. Have you ever bribed or attempted to bribe anyone?

❑ No

❑ Yes

If yes, please explain…

96. Have you ever been charged or otherwise involved with an offence in a foreign country?

❑ No

❑ Yes

If yes, please explain…

FIREARMS:

97. Do you own or possess any firearms?

❑ No

❑ Yes

If yes, please describe product…

98. If you own or possess a firearm, have you applied for or do you have a firearms license?

❑ No

❑ Yes

❑ Not applicable

Please provide circumstances if applicable…

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

- ❑ No
- ❑ Yes
- ❑ Not applicable

If no, please describe how the firearm is stored…

100. Have you ever been refused a firearms license?

- ❑ No
- ❑ Yes

If yes, please provide specific details…

101. Have you ever hunted illegally or fished without a license?

- ❑ No
- ❑ Yes

If yes, please explain…

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

❑ No

❑ Yes

If yes, please provide specific details...

BACKGROUND:

NOTE:
A background check is part of the selection process. It involves a detailed and thorough investigation of your history.

103. Have you ever treated someone differently because of race, color of their skin, gender, sexual orientation, religion or political views?

❑ No

❑ Yes

Please provide specific details…

104. Are you aware of any reasons that may disqualify you from becoming a Police Officer with the Police Service?

❑ No
❑ Yes
If yes, please explain…

105. Have you ever been subjected to or do you feel you might have engaged in any activities for which you could be subjected to blackmail or coercion?

❑ No
❑ Yes
If yes, please explain…

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

❑ No
❑ Yes

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

107. Have you knowingly provided any false information or deliberately withheld any information in your application to this Police Service?

❑ No
❑ Yes

Please provide specific details…

108. Is there any information you wish to add or disclose that you feel the Police Service should be aware of at this time? Non-disclosure may affect the status of your application.

❑ No

❑ Yes

Please provide specific details…

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 proceed to Declaration on Page 65, and continue with this form.

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.

Criminal activity, detected or undetected, may be of concern;
however, it will be examined on a case-by-case basis.

109. Where and when did you receive your law enforcement recruit training?
Please provide specific details…

_____

_____

_____

_____

_____

_____

110. How many years of law enforcement experience have you accumulated?
Please provide circumstances if applicable…

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

112. 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 specific details if applicable…

113. 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 specific details if applicable…

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

❑ No
❑ Yes

Please provide specific details if applicable…

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

❑ No
❑ Yes

Please provide specific details if applicable…

116. 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

Provide specific details if applicable…

117. (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 117 (b)…

(b) Did you report the incident?

❑ No

❑ Yes

If no, please explain…

118. 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…

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

❑ No

❑ Yes

If yes, please explain…

120. As a law enforcement officer, have you ever falsified a police report, (E.G., evidence receipts, criminal investigations, falsified written statements, police log, etc.…)?

❑ No

❑ Yes

If yes, please explain…

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

❑ No

❑ Yes

If yes, please explain…

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

❑ No

❑ Yes

If yes, please explain…

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

❑ No
❑ Yes
If yes, please explain…

124. 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…

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

❑ No

❑ Yes

If yes, please explain…

126. 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…

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

❑ No

❑ Yes

If yes, please explain…

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

❑ No

❑ Yes

If yes, please explain…

129. Have you ever engaged in a sexual act with a prisoner or anyone else in your custody, or with anyone directly related to your investigation, (E.G.., a witness, etc.)?

❑ No
❑ Yes

If yes, please explain…

130. Have you ever told a relative, friend or acquaintance about an active investigation that involved them or someone they knew, I.E., tipped someone off?

❑ No
❑ Yes

If yes, please explain…

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

❑ No
❑ Yes
If yes, please explain…

Saskatoon Police Service
DECLARATION OF APPLICANT – PERSONAL DISCLOSURE FORM

1, _____ on my own behalf.

1. **Acknowledge** that I have completed the Personal Disclosure Form (PDF) voluntarily, based on my desire to pursue a career as a police officer with the Saskatoon Police Service (SPS). The information I have provided is up-to-date, honest, accurate, and complete, to the best of my knowledge and belief.

2. **Consent** to my personal information being collected in the PDF, and used by the SPS to undertake a pre-employment polygraph (PEP), and to conduct a thorough background investigation and security check, should I successfully complete the PEP.

3 **Understand** that my deceit, dishonesty or non-disclosure concerning questions in the PDF may result in my disqualification from the recruitment process and any future employment with the SPS. I further understand that if I am currently employed by the SPS, any deceit, dishonesty or non-disclosure concerning information provided in the PDF, or disclosure of serious, recent or ongoing criminal activity, may result in discipline up to and including dismissal from my current employment.

4. **Understand** that any information provided in this PDF regarding serious, recent or ongoing criminal activity may be investigated by the SPS and/or disclosed to another law enforcement agency, and could result in arrest and criminal charges. I further understand that if, based on the information provided, I am deemed to pose a serious safety risk to myself or others, the SPS may be required to take action to ensure the ongoing safety of those at risk.

5. **Understand** that I may withdraw from the SPS Recruitment Process at any time. I may also refuse to answer any questions contained in the PDF, or asked at the PEP. Such refusal may result in my disqualification from the SPS Recruitment Process. I further understand that I may amend the information provided in the PDF at any time prior to the scheduled date for a PEP by contacting SPS Human Resources Recruiting.

6. **Release**, discharge, covenant not to sue, and agree to indemnify, save and hold harmless the SPS, the Saskatoon Board of Police Commissioners, the City of Saskatoon, and their respective administrators, directors, agents, officers, employees or assigns (each considered one of the "Releasees" herein) from all liability, claims, demands, losses or damages caused or alleged to be caused by my disclosure of the information in the Personal Disclosure Form. If I, or anyone on my behalf makes a claim against the Releasees, I agree to indemnify the Releasees, which includes paying their litigation expenses, attorney fees, loss, liability, damage or costs which they may incur.

I certify that the information proved by me in the Recruitment Application Package is true, correct, and complete to the best of my knowledge and belief. I acknowledge that I have read the instructions proved in the Recruitment Application Package and fully understand them. I have executed the Recruitment Application voluntarily on this _____ day of _____, 20_____.

_____ _____
Print Applicant's Name Signature of Applicant

_____ _____
Print Witness Name Signature of Witness

Personal information contained on this form is collected pursuant to *The Local Authority Freedom of Information and Protection of Privacy Act* and will be used in accordance with this Act. Questions about this collection should be directed to the SPS Access