

Selection of police officers and ada essay samples

[Sociology](#), [Social Issues](#)



The field of Forensic psychology has in the recent years been expanded to include other duties outside its traditional practice within the justice systems. As a part of the expansion of the duties forensic psychologists presently work with Police performing tasks including assessments, selection and training of potential candidates. The selection is done based on job analyses that demonstrate the desirable and necessary attributes of a good police officer. The attributes will include good observational skill, decision-making skills, intelligence, trustworthiness, and other qualities that are universal for a police officer. Behavioral problems and mental disorders are good reasons not to hire an individual.

The selection process may seem easy, but other factors also come into play. A good example would be the Americans with Disabilities Act (ADA). ADA bans discrimination and directs equal treatment of all individuals regardless of their mental or physical disabilities. An employer cannot discriminate against a qualified individual with a disability who can perform essential functions of a job that they seek. The functions are essential as contrasted with marginal functions of the job. The Equal Employment Commission has divided the enquiries into a disability into two stages of evaluations, pre-offer of employment and post-offer or pre-hire of employment evaluations each with varying degree of details sought.

At the pre-offer stage, the only questions that can be asked are “ general” job performance questions with no specific enquiries about the applicant’s disabilities. The pre-hire or post-offer stage of the evaluation is when an employer (the police department) makes a conditional offer of employment revocable only if the is demonstrated as incapable of performing the

essential job functions. It is only during the pre-hire or post-offer stage of the evaluation that an applicant may be questioned in detail regarding his disability. At this stage, the applicant may also be required to undergo psychological and medical evaluations.

In conclusion, for a forensic psychologist it is important to understand their roles and responsibilities in the police force. The roles will include being familiar and giving due regard to laws such as ADA. These laws play an essential role in eliminating discrimination and ensuring equality in the recruitment process. With the ever present threat of litigation from discrimination suits, the importance of ADA cannot be overstated.

References

Bartol, C. R., & Bartol, A. M. (2011). *Introduction to Forensic Psychology: Research and Application*. New York: SAGE.

Dantzker, M. L. (2011). Psychological Preemployment Screening for Police Candidates: Seeking Consistency if Not Standardization. *Professional Psychology: Research and Practice*, 275-281.

Edward, E. (2013). Anti-discrimination litigation and NSW police. *Alternative Law Journal*, 99-104.