

Addressing Video- Based Test Question Scenarios

Refer to the NJ Civil Service Orientation Guide for the Police Sergeant Test Relating to the Video-Based Portion of the exam:

Part III. Exam Information (page 3)

C. Video-Based Portion (page 4)

In this part of the exam, candidates will again assume the role of a Police Sergeant as they view scenarios associated with the duties of a Police Sergeant. Each video will present information and circumstances which candidates will have to consider before responding to the questions.

Questions for the video portion of the exam may be presented using two formats (see examples beginning on page 12-13). Candidates should be prepared to encounter the test format options as explained below:

Multiple-Choice: Following information presented in the video, questions will have up to four choices from which candidates will select one answer which BEST addresses the problem or situation.

Two-Option Format: Following information presented in the video, candidates will be presented with several follow-up questions they may wish to ask or actions they may choose to take based on the information presented. Candidates will have to choose between two options to successfully resolve the situation. The options may be phrased in different ways depending on the scenario presented in the video. Examples include:

- (a) This action is required to successfully resolve the situation.
- (b) This action is NOT required to successfully resolve the situation.

-or-

- (a) This is an essential action to take to properly conclude the incident.
- (b) This is NOT an essential action to take to properly conclude the incident.

Questions in both the multiple-choice and video-based portions will be preceded by directions which will instruct candidates on how they should answer each type of question. Responses to multiple-choice and two-option test formats within the video-based portion of the exam must be marked on the answer sheet. This is done by completely filling in the appropriate space on the answer sheet which designates the letter that corresponds to their answer choice. No credit will be awarded for any answer that is not properly marked on the answer sheet. Candidates are encouraged to read each set of instructions carefully as they progress through the exam.

The following section is a narrative description of how a scenario in the video-based portion of the exam may unfold. The questions that follow are examples of the different formats candidates may see in the video-based portion of the exam. The content of the narrative description of the video scenario provided below and example questions are intended to be generic and are shown here for illustrative purposes only. Questions on the actual exam will be based on the information presented in the real video format.

Video Scenario #1 – Officer Disagreement

(The video begins with the narrator speaking along with the following information, in bullet-point format, on the video monitor)

Narrator: You are a Sergeant at a medium-sized department. Two of your officers have submitted vacation requests for the same time period. You are concerned that this could leave your shift understaffed. They have equal seniority. You have called them in to your office to discuss the situation.

(The scene begins with both officers seated at your desk as one of them begins speaking)

Officer Bell: I need this time off. I have family coming in from out of town and I can't cancel them now.

Officer Foot: No way! I take this week off every year. Everyone knows I go hunting the same week every season. This has never been a problem before. I booked this trip months in advance... I shouldn't have to cancel my plans just so your family isn't inconvenienced.

Officer Bell: So you get this week off every year just because you like to go hunting? How is that fair? Just move it back a week. I don't understand why you're making this so difficult.

(The scene ends with the narrator speaking and the instructions and a question appearing on the monitor)

Example Question – Multiple-Choice Format:

DIRECTIONS: Use the information contained in the video scenario, as well as the notes you may have taken, to choose the one **BEST** answer for the following question:

1. In this scenario, the BEST way to deal with these two officers is to
 - A. deny both vacation requests.
 - B. grant both vacation requests and pull an officer from another squad as a temporary replacement.
 - C. consult department policies regarding leave requests and staffing plans before making your decision.
 - D. let the officers know you will speak with your supervisor and then let them know of your decision.

Question #1 – Key is C

In this type of question, the directions indicate that you are to consider the details given in the scenario to choose the one BEST action from the options given. In this case, consulting your department policies before making your decision provides you with a justification for your decision. This action also indicates that you will make a decision based on policy and not an arbitrary reason, which is more likely to lead to the officers accepting the decision.

Example Question – Essential / Not Essential Format:

DIRECTIONS: Use the information provided in the video scenario, and the notes you may have taken, to consider each potential action to be taken. For each statement, choose if the action is required or not required to successfully resolve the situation.

1. Deny both vacation requests and dismiss the officers from your office.
 - (a) This action is required to successfully resolve this situation.
 - (b) This action is not required to successfully resolve this situation.

2. Ask your supervisor about how you should proceed before making a decision.
 - (a) This action is required to successfully resolve this situation.
 - (b) This action is not required to successfully resolve this situation.

3. Consult department policies that could instruct you on how to proceed.
 - (a) This action is required to successfully resolve this situation.
 - (b) This action is not required to successfully resolve this situation.

Question #1 – Key is B

In this type of question, the directions indicate that you are to consider the details given in the scenario, and consider each action separately, as you determine if the action presented is required or not required to successfully resolve the situation. In this case, denying both requests would only upset both officers and potentially cause more problems.

Question #2 - Key is B

In this type of question, the directions indicate that you are to consider the details given in the scenario, and consider each action separately, as you determine if the action presented is required or not required to successfully resolve the situation. In this case, it is not necessary to rely on your supervisor before making every decision. The officers have come to you, their supervisor, for resolution. Making a decision in this instance is your responsibility.

Questions #3 - Key is A

In this type of question, the directions indicate that you are to consider the details given in the scenario, and consider each action separately, as you determine if the action presented is required or not required to successfully resolve the situation. In this case, consulting with department policies to guide your decision shows the officers you are taking the issue seriously and are not making a decision based on favoritism or other arbitrary reasons. Consulting relevant policies will assist you in making an informed decision, which will help to resolve the situation. For this question, you should choose option (a) because the action is required.

Illustrated Video Scenario #1

Part 1: You are Sergeant Jones and are at the police desk. An angry woman comes up to you and tells you she was just given a motor vehicle summons for failing to stop at a stop sign. She says she wants to make a complaint against the officer because he is a liar and she did stop.

Consider the following possible actions and select the best course of action you would **immediately** take in response to this situation after calming the woman down.

- A. Ask to see the summons and call the officer into headquarters in order to complete the Internal Affairs report.
- B. Tell the woman that she has a right to contest the motor vehicle summons in court and explain the process used in court for pleading not guilty.
- C. Refer the woman to the Internal Affairs Unit in order for her to make a formal complaint against the officer.
- D. Ask the woman to wait while you advise your supervisor, Lieutenant Jackson.

Part 2: The woman calms down and tells you she believes that the officer is incorrect. She stated that it took the officer approximately ten minutes to fill out the summons and she was late for work as a result.

For each statement below, choose if the action is essential or not essential to successfully resolve the situation.

- 1.) Advise her that ten minutes does not seem to be an unreasonable amount of time to check her credentials and complete the proper form.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.
- 2.) Inform her that she should always leave home early for work in case of unforeseen circumstances.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.
- 3.) Even if she is satisfied with your explanations, complete an Internal Affairs report.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.

Illustrated Video Scenario #2

Part 1: You Sergeant Jones and are on the road. You are dispatched to the scene of a possible bias incident. You arrive at the location and meet with the responding officer, Officer Davis. Officer Jones tells you he has arrested John Davis and the victim has been transported to the hospital by friends.

Consider the following actions and select which you would take **immediately** in response to this situation after conferring with Officer Davis.

- A. Ensure that the crime scene is properly protected and preserved.
- B. Determine if additional personnel is required to provide complete public safety services.
- C. Notify headquarters and other levels of command regarding the facts and circumstances surrounding the incident.
- D. Request that investigative personnel respond to the scene.

Part 2: Detective King approaches you and tells you that John Davis is a member of the Aryan Brotherhood of New Jersey and has admitted that he attacked the victim as part of his initiation into the gang. The detective tells you his boss is on vacation and asks you what he should do.

For each statement below, choose if the action is essential or not essential to advise the detective to do.

- 1.) Tell him to ensure that the chief executive is notified of this development.
 - (a) This is a required action to take in order to successfully resolve this situation.
 - (b) This is not a required action to take in order to successfully resolve this situation.
- 2.) Tell him to notify the county prosecutor's office as soon as possible but no later than 24 hours.
 - (a) This is a required action to take in order to successfully resolve this situation.
 - (b) This is not a required action to take in order to successfully resolve this situation.

3.) Tell him to request that the County Prosecutor's Office become involved in the investigation.

- (a) This is a required action to take in order to successfully resolve this situation.
- (b) This is not a required action to take in order to successfully resolve this situation.

Illustrated Video Scenario #3

You are Sgt. Jones and you are on the road. You overhear the following incident over your radio: Two of your officers, Brent and Rhodes are dispatched to a burglary call to a six-family building. The call turns out to be unfounded, however, in the hallway they note a very peculiar odor coming from apartment four. They advise dispatch that they are going to investigate the smell. Within a few minutes of their arrival, they request your assistance.

When you arrive, they tell you that when they knocked on the door, it was opened by Mrs. Todd. She told the officers that for the last six months her husband, John, has been making crystal methamphetamine since he got out of state prison. John is not in the apartment at this time.

During your conversation with the officers, you hear coughing coming from inside the apartment. Officer Brent pushes past Mrs. Todd and enters the apartment. In the living room he finds two children, ages 2 and 4, Mrs. Todd says they are hers. Meanwhile, Officer Rhodes opens a bedroom door where he finds the "Meth Lab."

For each statement below, choose if the action is essential or not essential to successfully deal with this situation.

1.) Evacuate the entire building until it is made safe.

- (a) This is an essential action to take in order to resolve this situation.
- (b) This is not an essential action to take in order to resolve this situation.

2.) Ensure all tenants are taken to the hospital for treatment.

- (a) This is an essential action to take in order to resolve this situation.
- (b) This is not an essential action to take in order to resolve this situation.

3.) Have Mrs. Todd placed under arrest.

- (a) This is an essential action to take in order to resolve this situation.
- (b) This is not an essential action to take in order to resolve this situation.

Part 2: You consider the entry into the apartment by Officer Brent. Which of the below statements is true regarding this entry?

- A. The entry is proper under the community caretaking function of the police.
- B. The entry is proper under the plain view doctrine.
- C. The entry is proper under the “fresh pursuit of an investigation” doctrine.
- D. The entry was improper.

Part 3: You consider the entry into the bedroom by Officer Rhodes. Which of the below statements is true regarding this entry?

- A. The entry is proper under the community caretaking function of the police.
- B. The entry is proper under the plain view doctrine.
- C. The entry is proper under the “fresh pursuit of an investigation” doctrine.
- D. There is not enough information in the scenario to determine if the entry was proper or improper.

Illustrated Video Scenario #4

Part 1: Captain Munoz approaches you after line-up.

Captain Munoz: “Sergeant, can you do me a huge favor by filling in for me tomorrow morning? I was supposed to give a presentation to the freshman class at West Side High School at 8:00 a.m. in the gymnasium. My daughter goes there; she’s the class president, go figure. She has been nagging me for month to have someone speak for about 20 minutes on how the police department and police officers interact with the school community. I have just been advised of an event I must attend and won’t be able to make it. Can you do me this one solid?”

You immediately decide to take on this assignment and tell the captain, “You can count on me, sir, I’ll be there.”

Captain Munoz: “Great! Think about what you are going to say and meet me in my office in an hour to go over what you will be speaking about. You’re a champ!”

For each statement below, choose if the action is essential or not essential to successfully deal with this situation.

- 1.) Ask the captain if he had any material prepared that I could use in my presentation.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.

- 2.) In order to break any lecture only type presentation, I would contact our department’s K-9 patrol officer handler – dog team in order to possibly give a quick demonstration.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.

3.) Request that the captain allow me to research and prepare for my presentation during work hours. If I am unable to due to manpower issues, I would respectfully request that he cancel the presentation so that I may have more time to prepare.

(a) This is an essential action to take in order to resolve this situation.

(b) This is not an essential action to take in order to resolve this situation.

Part 2: You run into Officer Sao after your meeting with the captain.

Officer Sao: “I’ll see you at the party tonight, it’s gonna be off-the-hook, we’re gonna party till we puke, the lieutenant doesn’t suspect a thing, we spoke to his wife and she gave us the thumbs up to bring him home as late tonight, or as early tomorrow morning as we want, if you know what I mean. You are going? Right? I mean, you already paid \$200 for the retirement party and he is your close friend from elementary school. He would be greatly disappointed if you don’t show. Remember, they’ll be bringing the lieutenant to the hall at 6 p.m., just in time for dinner. After that. . . party, party, party!”

Realizing you forgot all about the party tonight, you have a difficult decision to make. Which of the below choices is the most correct in order to address this situation?

- A. Go back to Captain Munoz and ask him to re-assign the presentation to another. Inform him of the importance of your attendance at your friend’s retirement party.
- B. Decide that you will attend the dinner portion of the party however leave early and apologize to your friend. Offer to take him and his wife to dinner some other time to make up for it.
- C. Request that Captain Munoz postpone the presentation until the day after tomorrow so that you can attend the party and make the presentation.
- D. Decide that you will attend the party and remain until it is over however you will not consume any alcoholic beverages.

Illustrated Video Scenario #5

Part 1: You are preparing the line-up for the oncoming shift. This is a shift of 6 officers who report at 2300 hours and work until 0700 hours on Wednesday through Saturday nights. The Chief instituted this shift five weeks ago and all her favorite, newer, aggressive officers are assigned to it. This band of officers has bonded with each other and you've heard that they socialize off duty together.

You have your clerk assume desk duties while you make your way to the muster room for their roll call and assignments. Once there you notice that Officer Resto is leaning against the back wall with his head down and apparently sleeping. You walk over to him, shake him awake and he says, "Sorry, Sarge, I had trouble sleeping last night." As he spoke to you, you notice the smell of alcohol on his breath, his eyes are bloodshot and his words are just a bit slurred.

Consider the below list of actions. Which of the statement not an appropriate action to take at this time.

- A. Order Officer Resto to proceed to my office and wait for me after line-up.
- B. If possible, have another sergeant conduct the line-up function while you deal with the issue at hand.
- C. Interview Officer Resto in private to determine what may be the problem.
- D. Immediately suspend Officer Resto for being under the influence of alcohol and unfit for duty.

Part 2: After lineup one of the other officers, Officer Tryst, approaches you.

Officer Tryst: "Sarge, I don't mean to stick my nose where I shouldn't, but Resto has been going through a messy divorce. He's got 3 kids and he's afraid his wife is going to take him to the cleaners. Sometimes, we'll go out to Badabing's to have a few beers and he goes crazy and binge drinks until we have to carry him out. I think he has a problem, that's why I'm telling you this."

You ask Officer Tryst if they go out prior to coming into work and he tells you "C'mon Sarge, don't make me rat out the whole squad!"

For each statement below, choose if the action is essential or not essential to successfully deal with this situation.

- 1.) Assure Officer Tryst that you have Officer Restro's best interests at heart but intoxication on duty cannot, and will not, be tolerated.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.

- 2.) Advise Officer Tryst that you have initiated a possible disciplinary investigation and that, as a witness, Officer Tryst must cooperate with any administrative investigation that may follow.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.

- 3.) Make recommendation to the chief that a spokesperson from Alcoholics Anonymous make a short presentation at roll call / line-up in order to bring to light the dangers of alcoholism by a professional. Also recommend that a short session of how alcoholism affects law enforcement be inserted in the semi-annual training so that officers of the entire department can be educated on this serious matter.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.

Illustrated Video Scenario #6

Part 1: This morning one of your civilian dispatchers, Ms. Victoria Rose, approaches you and asks if she may speak to you in private.

Ms. Rose: About two years ago, I dated Officer Flattery. Within the last month, he has been coming on to me in inappropriate ways. I told him that I don't appreciate his conduct and that his advances are unwelcome. Just three days ago, I found a box of intimate items left on my doorstep which I believe were left by Flattery. I believe this because of conversations I had with him before finding the items, he would always mention those. Sarge, I want to take this to the next step. He just won't accept the fact that I want nothing to do with him and it's even more uncomfortable that he works the same squad as me."

For each statement below, choose if the action is essential or not essential to successfully deal with this situation.

- 1.) Ask Ms. Rose to try to talk to Officer Flattery one more time and to advise him that she has made you aware of his actions.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.

- 2.) Ask Ms. Rose if she kept the box of intimate items and any other physical evidence of Flattery's actions. These items may become important in an administrative, criminal or civil trial.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.

- 3.) If Officer Flattery is working, meet with him to obtain his version of the facts. If the investigation reveals sexual harassment take immediate action to stop the harassment.
 - (a) This is an essential action to take in order to resolve this situation.
 - (b) This is not an essential action to take in order to resolve this situation.

Part 2: Lieutenant Dan approaches you one week later.

Lieutenant Dan: So, Sergeant Jones, now that Ms. Jones' complaint is official and upstairs refuses to transfer him out, what are we going to do about this situation?

Consider the below statements. Which of the statement would not be appropriate to tell the lieutenant?

- A. "We have to continue to monitor the interactions between Ms. Rose and Officer Flattery as well as all other subordinates to make sure they are complaint with the department's anti-harassment policy."
- B. "I suggest we review the department's rules and regulations on personal relationships between persons working on the same shift. Maybe the administrative offices have overlooked an item which would change the situation about any transfers."
- C. "There really isn't anything else we can do. It's in their hands now and if there's any more incidents of harassment, we'll handle it accordingly."
- D. "I will review all the personnel files and training files of the officers under my command to make sure they are all up to date on their Sexual Harassment training and if any officers require remedial training, I will make arrangements with the training division."

Illustrated Video Scenario #7

Part 1: Lieutenant Mendell calls you into his office and tells you he is assisting Captain Morgan with formulating an administrative plan for a DUI Checkpoint next week. He asks you for some assistance in making sure he has covered all the mandatory criteria as per case law. He recites some correct and some incorrect statement.

Consider the following statements made by the lieutenant and select the incorrect statement

- A. The administrative plan must set forth the number of checkpoint officers that will be needed to ensure that delays are held to a minimum.
- B. The checkpoint must be sufficiently staffed by uniformed officers to ensure safety and prevent undue inconvenience to motorists and unreasonable interference with normal traffic flow.
- C. The County Prosecutor must be provided with a copy of the administrative plan and approve such plan, in writing, at least 72 hours prior to the implementation of the roadside checkpoint.
- D. Officers participating in the checkpoint should be provided with specified, neutral and courteous procedures to follow when stopping motorists.

Part 2: Lieutenant Mendell now explains to you that the checkpoint will encompass several intersecting roads and asks you what, if any, precautions should be taken in case any motorist attempts to avoid passing through the checkpoint.

From the below statements choose which would be correct or incorrect to address the lieutenant's question.

- 1.) Case law demands that advance public notice must be given in order to deter drunk drivers and evaders in the first place.
 - (a) This is a correct statement to make in order address the lieutenant's question.
 - (b) This is an incorrect statement to make in order to address the lieutenant's question.

2.) The N.J. Constitution prohibits the forcible stop of a motor vehicle for no other reason than police observation that the driver attempted to avoid passing through the DWI checkpoint.

(a) This is a correct statement to make in order address the lieutenant's question.

(b) This is an incorrect statement to make in order to address the lieutenant's question.

3.) If the DWI Checkpoint Zone encompasses intersecting roads, proper on-the-scene warnings must include signs indicating no turns. Absent adequate warnings, the stop of a driver who makes a lawful turn onto an intersecting road within a DWI Checkpoint Zone is invalid, unless of course, there is an independent probable cause for the stop.

(a) This is a correct statement to make in order address the lieutenant's question.

(b) This is an incorrect statement to make in order to address the lieutenant's question.

REAL VIDEO SCENARIOS

SERGEANT VIDEO SCENARIO #1

Mr. Perez Complains About MV Stop with K9

Part 1:

Answer the following 3 questions referring to what Mr. Perez has told you:

1. You are unsure as to what point the dog was brought to Mr. Perez' vehicle in order that it may conduct a sniff test. Which of the below statements is true regarding the information you have thus far?
 - A. If the K9 was not immediately on scene the officer would have needed probable cause to call for a dog.
 - B. Regardless if the K9 is immediately on scene or called for during a motor vehicle stop, the use of a K9 sniff is reliant on reasonable suspicion that a vehicle may contain contraband.
 - C. A K9 sniff conducted during a lawful traffic stop does not violate the Fourth Amendment.
 - D. A K9 sniff which alerts positive would allow an officer to conduct an automatic warrantless search of the entire vehicle, including the trunk, and any closed containers found therein.

2. If Mr. Perez' complaint is based on a misunderstanding of accepted law enforcement practices or the duties of the officer and you have been granted the authority to informally resolve such minor complaints, which of the below statements is true?
 - A. If Mr. Perez is not satisfied with your explanations, he should be directed to internal affairs for further explanation as warranted.
 - B. If Mr. Perez is satisfied with the informal resolution, the process should be recorded on an internal affairs report form.
 - C. The process of informally resolving internal affairs complaints requires the exercise of discretion on your part which would be codified in your department's rules and regulations.
 - D. As a sergeant, you have the inherent duty to determine which complaints have merit and therefore can resolve most minor complaints without the need for documentation.

3. Regarding a canine sniff by a trained dog, which of the below statement is true?
 - A. The United States Supreme Court consider this as “*sui generis*” because it discloses only the presence or absence of a contraband item.
 - B. According to the 4th Amendment, such a sniff is unconstitutional if conducted in a public place.
 - C. According to the Article I, Paragraph 7 of the New Jersey Constitution, such a sniff is unconstitutional if conducted in a public place.
 - D. Once a narcotics-detection dog arrives at the scene of the investigation, officers may permit the dog to intrude into private areas in order to effectuate the sniff.

Part 2

Consider the below statements regarding what Officer Gorman has told you about Officer John James and determine which would be essential or not essential actions for you to take.

4. Have Officer James come into HQ and meet with you and Mr. Perez in order to get his side of the incident so that you may determine what steps to take next.
 - A. This would be an essential action for you to take at this time.
 - B. This would not be an essential action for you take at this time.
5. Complete an internal affairs report form and assure Mr. Perez that an investigation will be conducted.
 - A. This would be an essential action for you to take at this time.
 - B. This would not be an essential action for you take at this time.
6. Determine if Officer John James’ actions of teaming up with the officer from the Sheriff’s K9 unit has been authorized by your agency and the Sheriff’s Department.
 - A. This would be an essential action for you to take at this time.
 - B. This would not be an essential action for you take at this time.
7. Since Officer James is a “rookie,” contact your department’s training division to have him trained on proper search and seizure techniques involving K9’s.
 - A. This would be an essential action for you to take at this time.
 - B. This would not be an essential action for you take at this time.

SERGEANT VIDEO SCENARIO #2

Officer Request Assistance during MV Stop

Part 1:

8. You observed that the officer's posture during the motor vehicle stop was very lackadaisical and dangerous. Which of the below actions would not be a correct action to take after this incident is over?
 - A. Complete an internal affairs report detailing the officer's demeanor.
 - B. Consider the officer's training and experience and take that into account to determine discipline and/or training.
 - C. Speak with the officer about using safe practices during motor vehicle stops.
 - D. Investigate as to who this officer's Field Training Officer was and determine if that officer is improperly training others.

Part 2

Determine which of the below actions you would immediately take in regard to this scenario and consider if they are essential or not essential.

9. Advise the officer of the importance of using safe approach techniques during motor vehicle stops.
 - A. This would be an essential action for you to take at this time.
 - B. This would not be an essential action for you take at this time.
10. Instruct the officer to immediately remove the driver from the vehicle and arrest him.
 - A. This would be an essential action for you to take at this time.
 - B. This would not be an essential action for you take at this time.
11. Direct the officer to confirm the driver's AWOL "hit" with the originating authority.
 - A. This would be an essential action for you to take at this time.
 - B. This would not be an essential action for you take at this time.

SERGEANT VIDEO SCENARIO #3

Officer Complaining About another Officer

Part 1:

Consider the following possible actions you may take and determine if the action would be essential or not essential at this time.

12. Request more information from Officer Red.

- A. This would be an essential action for you to take at this time.
- B. This would not be an essential action for you take at this time.

13. Inform Officer Red that everything she tells you will remain anonymous.

- A. This would be an essential action for you to take at this time.
- B. This would not be an essential action for you take at this time.

14. Meet with other officers and interview those officers regarding Officer Morales.

- A. This would be an essential action for you to take at this time.
- B. This would not be an essential action for you take at this time.

15. Re-assign Officer Morales to a single officer patrol unit.

- A. This would be an essential action for you to take at this time.
- B. This would not be an essential action for you take at this time.

16. Review Officer Morales's personnel file, activity log and reports.

- A. This would be an essential action for you to take at this time.
- B. This would not be an essential action for you take at this time.

17. Review Officer Red's personnel file.

- A. This would be an essential action for you to take at this time.
- B. This would not be an essential action for you take at this time.

Part 2

Answer the following 2 questions referring to what Officer Red has told you:

18. Considering the information Officer Red has told you regarding the possibility of evidence from a raid in Officer Morales' locker, what must you now do?
- A. Call Officer Morales to meet you and order he allow you access to his locker so that you may conduct a search.
 - B. Inform your immediate supervisor that there is a corrupt officer in the midst.
 - C. Contact the Internal Affairs Unit.
 - D. Contact the Narcotics Division and ask them if they are missing any evidence.
19. Regarding searches of officers' lockers, which of the below statements is incorrect?
- A. If your department intended to retain the right to search officers' lockers without notice, it should have put officers on notice of that fact.
 - B. Any search of departmental property should be conducted in the presence of the subject officer and a property control officer.
 - C. Officers have no reasonable expectation of privacy in any locker that is assigned to them by the department.
 - D. If the department permits officers to use personally owned locks on assigned lockers, it should be conditioned on the officer providing the department with a duplicate key/lock combination.

SERGEANT VIDEO SCENARIO #4

Sex Crime Victim's Mother

Part 1:

Answer the following 3 questions referring to what the woman has told you:

20. Which of the below actions would be the first step you would take?

- A. Explain the domestic violence investigation procedures.
- B. Ask the woman where the daughter is.
- C. Ask the woman where her husband is.
- D. Ask the woman to respond to the detective bureau.

21. Which of the below actions would be the second step you would take?

- A. Explain the domestic violence investigation procedures.
- B. Ask the woman where the daughter is.
- C. Ask the woman where her husband is.
- D. Ask the woman to respond to the detective bureau.

22. Which of the below actions would be the most incorrect action to take?

- A. Explain the domestic violence investigation procedures.
- B. Ask the woman where the daughter is.
- C. Ask the woman where her husband is.
- D. Have an officer start an initial investigation for a report.

Part 2

Consider the following possible actions and select the actions you feel are essential and not essential at this time:

23. Inform the woman that she has a right to sign a criminal complaint against her husband for the sex crime on behalf of her daughter.

A. This would be an essential action for you to take at this time.

B. This would not be an essential action for you take at this time.

24. Instruct your clerk to begin the necessary paperwork for a Domestic Violence Complaint and Temporary Restraining Order for the woman to sign.

A. This would be an essential action for you to take at this time.

B. This would not be an essential action for you take at this time.

25. Advise the woman that her daughter would have to sign the criminal complaint and the Domestic Violence complaint and restraining order.

A. This would be an essential action for you to take at this time.

B. This would not be an essential action for you take at this time.

26. Inform the woman that if her daughter is pregnant, the daughter would qualify as a victim of domestic violence under the Prevention of Domestic Violence Act.

A. This would be an essential action for you to take at this time.

B. This would not be an essential action for you take at this time.

27. Remind the investigating officers that, as part of a special victim population, the woman's daughter would require special recognition, attention and treatment.

A. This would be an essential action for you to take at this time.

B. This would not be an essential action for you take at this time.

SERGEANT VIDEO SCENARIO #5

Officer Sexually Harassed

Part 1:

Answer the following 2 questions referring to Officer Red has told you:

28. The officer stated she spoke with Detective Sergeant Englis. She advised you that on his desk she observed a magazine containing sexually graphic images of a man and woman. Which of the below type of sexual harassment does this behavior fall under?

- A. Seductive behavior
- B. Sexual bribery
- C. Visual harassment
- D. Gender harassment

29. Which of the below would be the most incorrect action to take at this time?

- A. Take appropriate immediate action to stop the harassing behavior
- B. Inform the officer of her right to bring a discrimination complaint
- C. Refer the matter to the Internal Affairs unit
- D. Assist the officer in making a complaint with the proper agencies outside the department.

Part 2

30. What category of sexual harassment do Detective Sergeant Englis's statements appear to be?

- A. Hostile work environment sexual harassment
- B. Quid pro quo sexual harassment
- C. Both A & B
- D. Neither A nor B. The sergeant's behavior would warrant a demeanor complaint as per the *Attorney General Guidelines on Internal Affairs Policies and Procedures*.

Consider the below list of actions and determine if they are essential or not essential in order to deal with this situation.

31. Complete an internal affairs report form.

- A. This would be an essential action for you to take at this time.
- B. This would not be an essential action for you take at this time.

32. Assure Officer Red that the matter will be handled in a proactive, discreet and confidential manner.

- A. This would be an essential action for you to take at this time.
- B. This would not be an essential action for you take at this time.

33. Approach Detective Sergeant Englis and advise him that a sexual harassment investigation is under way.

- A. This would be an essential action for you to take at this time.
- B. This would not be an essential action for you take at this time.

**SERGEANT VIDEO SCENARIOS
ANSWER KEY**

Illustrated Video Scenario #1
Part 1: B
Part 2: 1.) a 2.) b 3.) a

Illustrated Video Scenario #2
Part 1: A
Part 2: 1.) b 2.) a 3.) b

Illustrated Video Scenario #3
Part 1: 1.) a 2.) b 3.) a
Part 2: A
Part 3: D

Illustrated Video Scenario #4
Part 1: 1.) a 2.) a 3.) b
Part 2: B

Illustrated Video Scenario #5
Part 1: D
Part 2: 1.) a 2.) a 3.) a

Illustrated Video Scenario #6
Part 1: 1.) b 2.) a 3.) a
Part 2: C

Illustrated Video Scenario #7
Part 1: C
Part 2: 1.) b 2.) b 3.) a

Real Video Scenarios

1. C – Illinois v. Caballes. Answer choice A should be “reasonable suspicion” instead of probable cause. Answer choice B is incorrect because if a K9 is not on scene, the officer would need reasonable suspicion to continue to detain an occupant of a motor vehicle until the dog arrives. Answer choice D is incorrect. A K9 sniff would not automatically trigger a warrantless search. The exception to the search warrant rules would still apply however a K9 positive sniff would give officers probable cause to apply for a search warrant.
2. B – As per the Attorney General guidelines on Internal Affairs
3. A – U.S. v. Place
4. B
5. A
6. A
7. B
8. A – This step may not be necessary at all. The officer may have been lax due to feeling comfortable around the military person however this could still be dangerous. All the other steps are good actions to take in this situation.
9. B
10. B
11. A
12. A
13. B
14. B

15.B

16.A

17.B

18.C – There is a possibility of criminal activity (evidence tampering, possession of CDS, official misconduct, etc.) on the part of Officer Morales. Answer choice A is incorrect as we do not have enough information to determine if a warrantless search of the locker would be authorized. Answer choice B is incorrect as you cannot tell your supervisor that there is a corrupt officer in the midst without further investigation. Answer choice D is incorrect as you have not been assigned this investigation as of this time. Also, missing evidence investigations should start with the property officer.

19.C – The courts have not made a determination that there is no right to privacy in a locker assigned to an officer by the department. The level of privacy would depend on policy, notice, and practice.

20.B – First steps would be to protect the victim.

21.C – Next, determine where the actor is.

22.A – This is not a Domestic Violence situation therefore there is no need to explain the domestic violence investigation procedures.

23.A

24.B

25.B

26.A

27.A

28.A – Sexual Harassment in the Workplace

29.D – You need only advise her about where complaints can be filed, not assist her.

30.C – The sergeant's statements fit the definition of both Hostile Work Environment Sexual Harassment and Quid Pro Quo Sexual Harassment

31.A

32.A

33.B