

Germantown Police Department

Policies and Procedures

Number: 1-2
Effective Date: January 1, 2003
Subject: Polygraph Examination Applicant
Previous Revisions:

I. PURPOSE

The purpose of this policy is to establish procedures for administering pre-employment polygraph examinations to applicants for the Germantown Police Department that are authorized as a pre-condition of employment.

II. POLICY

It is the policy of the Germantown Police Department to use a pre-employment polygraph examination in the applicant screening process. Such examination(s) will be performed only by a licensed polygraph examiner.

III. PROCEDURE

- A. The officer assigned to conduct background examinations for the Department will provide the requesting applicant with a Waiver and Consent Form. At the time of the polygraph examination, the examinee will be interviewed and provided with the questions to be asked on the examination.
- B. All polygraph examinations conducted by the Department shall be administered by a State of Tennessee licensed examiner. The laws and rules governing polygraph examiners in the State of Tennessee shall be covered in Tenn. Code Ann. 62-27-101 through 62-27-128.
- C. Under no circumstances shall the results of the polygraph examination be the sole determinant of an applicant's employment status. Statements made during pre-test or post-test interviews and information obtained during the background investigation may be sufficient to support decisions relevant to employment status.

IV. REVIEW PROCESS

An annual review of this policy will be conducted to determine if it should be revised, canceled or continued in its present form.

This order shall remain in effect until revoked or superseded by competent authority.