

ILLINOIS STATE POLICE DIRECTIVE PER-065, POLYGRAPH EXAMINATIONS

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| RESCINDS: PER-065, 2014-048, revised 05-23-2014. | REVISED: 10-24-2017 2017-077 |
| RELATED DOCUMENTS: PER-030 | RELATED CALEA STANDARDS: 32.2.4, 32.2.5, 32.2.6, 42.1.6, 52.2.6 |

I. POLICY

The Illinois State Police (ISP) **may** administer polygraph examinations to selected individuals:

- I.A. As part of the hiring process
- I.B. During complaint and disciplinary investigations
- I.C. In criminal investigations

II. RESPONSIBILITIES

- II.A. The Division of Forensic Services (DFS) is responsible for establishing precise guidelines for administering polygraph examinations.
- II.B. All polygraph examiners employed by the ISP for whatever purpose, will comply with:
 - II.B.1. 225 ILCS 430/0.01, et seq., "The Detection of Deception Examiners Act"
 - II.B.2. 68 Ill. Admin. Code 1230.10. et seq.
 - II.B.3. The training and procedures of the DFS

III. PROCEDURES

- III.A. Hiring
 - III.A.1. Any person seeking employment by the ISP may be required to submit to a polygraph examination as part of the selection process.
 - III.A.2. Sworn officer applicants
 - III.A.2.a. The Merit Board, together with the ISP, will decide which candidates, if any, will be required to complete a polygraph examination.
 - III.A.2.b. A decision to require only particular candidates to complete the examination will be based upon articulated facts that raise concerns relating to those candidates' truthfulness or candor.
 - III.A.2.c. The Merit Board, the Office of Human Resources, Office of the Director, in conjunction with the DFS, will develop a list of the areas from which polygraph questions will be drawn, i.e., felony convictions, work history, illegal drug use, etc. The list of areas will be reviewed with the applicant during the pre-test interview.
 - III.A.3. Code applicants
 - III.A.3.a. The Colonel of the Division hiring an individual will decide which candidates, if any, will be required to complete a polygraph examination.
 - III.A.3.b. A decision to require only particular candidates to complete the examination will be based upon articulated facts that raise concerns relating to those candidates' truthfulness or candor.
 - III.A.3.c. The Office of Human Resources, in conjunction with the DFS, will develop a list of the areas from which polygraph questions will be drawn, i.e., felony convictions, work history, illegal drug use, etc. The list of areas will be reviewed with the applicant during the pre-test interview.

III.A.4. The results of the polygraph examination for job applicants will not be the sole determinant of employment status.

III.B. Investigations

If an employee is accused of violating department rules and regulations, a polygraph examination will only be administered in accordance with:

III.B.1. Existing department policy (see ISP Directive PER-030, "Complaint and Disciplinary Investigations")

III.B.2. Pertinent labor agreements

III.B.3. Any applicable regulations or procedures of the Illinois Department of Central Management Services

| Indicates new or revised items.

-End of Directive-