



**Special Constable Selection**  
**APPLICANT SURVEY FORM**  
**CONFIDENTIAL**

**Last Name:** \_\_\_\_\_ **3<sup>rd</sup>/6<sup>th</sup>/9<sup>th</sup> digits of SIN#** \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_

**First Name:** \_\_\_\_\_ **FOR OFFICE USE ONLY:**

**Date:** \_\_\_\_\_ **Assigned File Number:** \_\_\_\_\_

It is necessary to continually collect data to evaluate the *OACP Constable Selection System* for fairness and effectiveness. This type of data collection is a normal part of Selection System development and evaluation. The information in this survey is being gathered in accordance with the *Police Services Act*, Section 3. Completion of this form is voluntary, and all information provided will be kept confidential. The information you provide on this form will not be used to assess your suitability for the position of Police Constable. valid hearing and vision results meeting standard are required

When you have completed this form, please enclose it with your Application Form and return both forms to the assessing police service. Please remember to include your name in the space provided. Please note: In order for our records to be complete, please include your name and return this survey with your application package, whether or not you have chosen to complete it. If you have inquiries about this survey, please contact the assessing police service or the OACP-licensed assessment firm.

Please read each of the following questions carefully, and check the responses that apply to you with a checkmark in the applicable box. Information which may assist you in responding to this survey is listed on page 3.

**1. Please indicate your sex and age (in years):**

☐ Male ☐ Female ☐ Other (specify): \_\_\_\_\_

Age: \_\_\_\_\_

**2. Please indicate the highest level of education you have completed:**

- ☐ High school diploma (or equivalency)  
☐ 2-year college diploma  
☐ 3-year college diploma  
☐ Bachelor's degree (i.e. B. A., B. Sc., B. Ed., B.S.W., etc.)  
☐ Master's degree (i.e. M.A., M. Sc., M. Ed., M.S.W., etc.)  
☐ Doctoral degree / professional designation (i.e. Ph.D., Ed. D., M.D., P. Eng., LL.B., C.A., etc.)

**3. Did you complete Police Foundations Training?**

☐ Yes – Go to Question 4 ☐ No – Go to Question 5

**4. At what institution did you take Police Foundations Training? (specify name of institution):**

<input type="checkbox"/> Community College	Specify: _____
<input type="checkbox"/> Private College	Specify: _____
<input type="checkbox"/> University	Specify: _____
<input type="checkbox"/> Other	Specify: _____

**5. Which one of the following do you consider yourself to be:**

- ☐ Indigenous (i.e. First Nations, Inuit, Metis)
- ☐ White (i.e. Caucasian – British, French, Eastern or Western European, Russian, Ukranian, Mediterranean)
- ☐ Racial Minority (status is based on race or skin colour, not place of birth or nationality – see Additional Information below for a list of categories which belong to “racial minority”)

**6. If you consider yourself a member of a racial minority, indicate which one of the following best describes your race or colour, regardless of your place of birth (see “Additional Information” below):**

- |   |  |
|---|--|
| <input type="checkbox"/> Black            | <input type="checkbox"/> Visible Minority Central or South American        |
| <input type="checkbox"/> Filipino         | <input type="checkbox"/> Oceanic   |
| <input type="checkbox"/> Korean           | <input type="checkbox"/> South Asian (Indo-Pakistan)                       |
| <input type="checkbox"/> South East Asian | <input type="checkbox"/> Visible Minority West Asian or North African      |
| <input type="checkbox"/> Japanese         | <input type="checkbox"/> Mixed Race or Colour (including one of the above) |
| <input type="checkbox"/> Chinese          | <input type="checkbox"/> Other (specify): _____                            |

**7. Do you consider yourself to be a person with a disability?**

*Person with a disability means a person with a permanent physical, mental or medical condition that limits the kind or amount of activities of daily living the person can do, and the kind or amount of work the person can do.*

- ☐ Yes – Go to Question 8      ☐ No – Go to Question 9

**8. Do you feel that your disability will require some form of job accommodation?**

- ☐ Yes      ☐ No

If you have answered “yes” to the above, the assessing police service or OACP-licensed assessment firm will assess your needs in consultation with you.

**9. To assist with future recruitment activities, please indicate how you heard about the constable opportunities:**

- ☐ Newspaper or Social Media (specify) \_\_\_\_\_
- ☐ Posting on South Simcoe Police website \_\_\_\_\_
- ☐ Recruiting Presentation (specify location) \_\_\_\_\_
- ☐ Community Contact / Agency \_\_\_\_\_
- ☐ School / College / University Guidance ☐ \_\_\_\_\_
- Other (specify) \_\_\_\_\_

**10. What attracted you to apply:**

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# ADDITIONAL INFORMATION

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**Indigenous Person:** Other terms that are widely used to describe Indigenous people include Aboriginal or First Peoples. Indigenous persons include people living on and off reserves, plus Status, Non-Status, or a First Nations Person with Status under the Indian Act. Indigenous people from Latin America and East Indians should mark themselves as a racial minority.

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**Racial Minority Status:** Racial minority status is based on race or colour, not nationality. Therefore, there are many persons who were born in Canada or who are Canadian citizens who would consider themselves to be a visible minority because of their race or colour. The listing of racial minority groups below is for guidance only. While some categories refer to both nationality and racial origin, it is racial origin, not nationality that should guide you. For example, if you are of Chinese origin but were born in South America, you would select "Chinese".

<u><b>Black:</b></u>	Includes Canadian, African, American, West Indian and South American Black
<u><b>Oceanic:</b></u>	Includes Polynesian, Micronesian, Melanesian and Fijian
<u><b>South East Asian:</b></u>	Includes Burmese, Cambodian, Laotian, Thai and Vietnamese
<u><b>South Asian (Indo-Pakistan):</b></u>	Includes Bengali, Gujarati, Punjabi, Tamil, East Indian (including those born in the Caribbean or East Africa), Bangladeshi, Sinhalese and Sri Lankan
<u><b>Visible Minority Central or South American:</b></u>	Includes those from Central or South America who do not select one of the other racial minority groups
<u><b>Visible Minority West Asian and North African:</b></u>	Includes visible minorities who are Lebanese, Egyptian, Palestinian, Syrian, Iranian, Turk, Armenian, North African and Mauritian

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**Disability:** The examples below provide a guide to the different types of disabilities that may limit a person in the kind of activities of daily living they can do and the kind or amount of work they can do.

<u><b>Visual/Sight Impairment:</b></u>	Blindness or other serious impairment, which is not readily subject to correction through glasses or contact lenses and requires job accommodation.
<u><b>Hearing Impairment:</b></u>	Deafness or serious hearing loss, which is not readily subject to correction through a hearing aid.
<u><b>Mobility/Dexterity Impairment:</b></u>	Due to any cause including paralysis, amputation or disease, and requiring the use of a wheelchair or other device, or which seriously limits your ability to walk or manipulate objects.
<u><b>Speech Impairment:</b></u>	Limited in the ability to speak and be understood from causes such as muteness.
<u><b>Learning Impairment:</b></u>	Includes dyslexia and other learning disabilities due to development impairments or brain injury.
<u><b>Emotional or Psychiatric Impairment:</b></u>	Includes serious psychiatric disorders such as manic or chronic depression, schizophrenia or any other serious disorders.
<u><b>Other Impairments:</b></u>	Epilepsy, diabetes and other permanent medical conditions, only if you consider that your opportunities for employment or progression are limited or affected by your condition.