

## Proposed Addition of Multicultural Competence to the Psychological Evaluator Competencies [Commission Regulation § 1955(a)(2)]

[Proposed language is in underline text.]

**TABLE 1: POST PEACE OFFICER PSYCHOLOGICAL EVALUATOR COMPETENCIES**

<b>Competence</b>	<b>Definition</b>
Assessment	Ability to properly gather, analyze and integrate the full range of pertinent assessment data (e.g., personal health records, background investigation and other personal history information, psychological testing, clinical interview and observations) to reach a determination of psychological suitability for exercising the powers of a peace officer.
Clinical	Ability to assess the impact of a candidate's emotional or mental condition, and normal and abnormal personality traits and adaptation, on peace officer psychological suitability.
Communication	Ability to communicate the necessary and appropriate findings, conclusions, and recommendations in a manner that is clear and useful to the hiring agency and others involved in the candidate screening process, and conforms to POST requirements.
Jurisprudence	Knowledge and application of federal and state statutes, regulations, and case law pertinent to peace officer psychological screening, including but not limited to the Americans with Disabilities Act, California Fair Employment & Housing Act, and the Genetic Information Nondiscrimination Act.
<u>Multicultural</u>	<u>Ability to interact effectively with candidates in cross-cultural situations, including the consideration of customs, beliefs, values, and patterns of behavior reflecting disability, sexual orientation, and racial, ethnic, religious, gender, and national identity.</u>
Occupational	Knowledge of peace officer essential job functions and working conditions, the chain of command, and the psychological demands and stressors inherent in the peace officer position.
Procedural	Knowledge and application of peace officer psychological screening procedures and criteria that are in compliance with POST requirements and are responsive to the needs and considerations of the hiring authority.
Psychometric	Understanding of psychological test properties, including validity, reliability, base rates, test norms and group differences, and the ability to select appropriate tests for evaluating peace officer psychological suitability and to make proper, accurate inferences from test results.
Standards	Knowledge and application of ethical principles and standards, and professional standards and guidelines, pertinent to peace officer psychological screening (e.g., privacy, confidentiality, informed consent, disclosure).

Source: Chapter 3: POST Peace Officer Psychological Screening Manual (p. 30)