

LAW ENFORCEMENT CODE OF ETHICS

Fontana Police Department

As a law enforcement officer, my fundamental duty is to serve mankind; to safeguard lives and to property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence and disorder; and to respect the Constitutional rights of all men to liberty, equality, and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others; honest in thought and deed in both my personal and official life. I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided in me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decision. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courageously and appropriately without fear of favor, malice, or ill will, never employing unnecessary force or violence, and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve those objectives and ideals, dedicating myself before God to my profession – Law Enforcement.

Core Values

Fontana Police Department

C_{ommunity}:

Taking care of our community is the focal point of the FPD. We are committed to tending to the needs of all the stakeholders in our community.

A_{ttention}:

Attention to all of those in our community and to the details that allow us to provide the best law enforcement service we can.

R_{espect}:

We must treat everyone we come in contact with in our daily work with complete respect. Law Enforcement officials are held to a higher standard and we need to demonstrate respect for our community in all that we do.

E_{mpathy}/E_{nforcement}:

We need to demonstrate and practice empathy for those we deal with. We need to put ourselves in our victim's shoes and treat them and their problems as if they are our own. In doing so we will provide the best care for our community. Also, we must make sure we do an honorable job enforcing the laws of our state, Country, and City to make sure crimes do not occur and as a means of stopping criminal activity to enhance the quality of life for the stakeholders in our community.

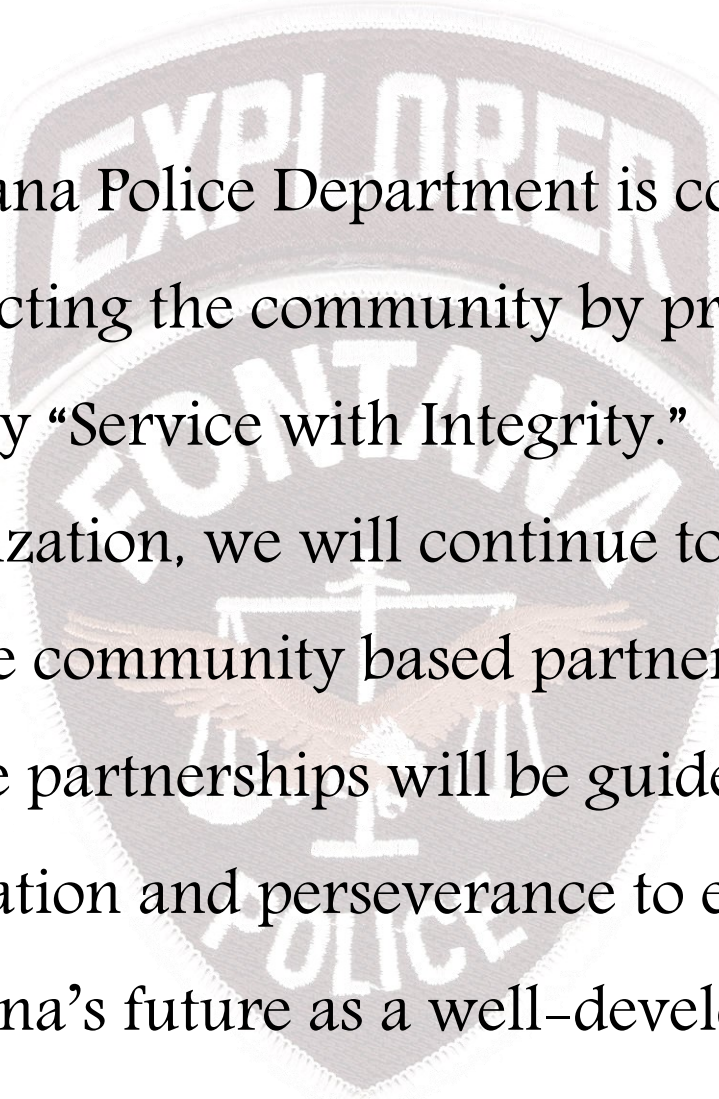
S_{ervice}

We are in a service business, and all members of the Fontana Police Department need to provide the highest quality service to ensure the best for our community.

Fontana C.A.R.E.S.

Mission Statement

Fontana Police Department



The Fontana Police Department is committed to protecting the community by providing quality “Service with Integrity.” As an organization, we will continue to build diverse community based partnerships. These partnerships will be guided by innovation and perseverance to ensure Fontana’s future as a well-developed, dignified and respected community in the Inland Empire.

Fontana Police Explorer Post 531 Employee Questionnaire

Name: _____ Gender: _____

DOB: ____ / ____ / ____ Social Security Number: ____ - ____ - ____

Height: ____ Weight: ____ Hair Color: ____ Eye Color: ____

Driver's License or Identification Number: _____

Nationality: _____ Blood Type: _____

Next of Kin: _____ Relationship: _____

Address: _____

City _____ State _____ Zip Code _____

() - _____ () - _____
Home Phone Cell Phone

Email Address: _____ @ _____ . _____

Facebook: _____

Twitter: _____ Intstagram: _____

FONTANA POLICE DEPARTMENT ADMINISTRATIVE DIVISION

PERSONAL CONTACT QUESTIONNAIRE

Concerning the application of: _____

1. How long have you known the applicant? _____

2. How did you become acquainted with the applicant? _____

3. Character and personal Traits:	Good	Fair	Poor	
Unknown				
a. Morals	[]	[]	[]	[]
b. Personal obligations	[]	[]	[]	[]
c. Ability to make decisions	[]	[]	[]	[]
d. Initiative	[]	[]	[]	[]
e. Ability to deal with people	[]	[]	[]	[]
f. Temperament	[]	[]	[]	[]
g. Attitude towards children	[]	[]	[]	[]
h. Driving skill	[]	[]	[]	[]
i. Personal appearance	[]	[]	[]	[]
j. Any known illegal drug or alcohol use	Yes []	No []		

Remarks to any of the above: _____

4. Can the applicant multi-task and follow instructions? Yes [] No [] Explain: _____

5. Marital Status: Married [] Single [] Divorced []

6. In your opinion, what are the attitudes and/or feelings of applicant's significant other/family in regards to him/her working in the Police field? _____

7. Are you aware of any credit problems concerning the applicant: Yes [] No []

Explain: _____

8. Have you ever observed the applicant under stress? Yes [] No []

Explain: _____

9. Can you trust the applicant with confidential matters? Yes [] No []

Explain: _____

10. Does the applicant gossip to the extent it causes problems with friends, family, or in the work place?

Yes [] No [] Explain: _____

11. Does the applicant discuss personal matters with you or your friends? Yes [] No []

Explain: _____

12. Has the applicant expressed or displayed any bias or prejudice toward others?

Yes [] No [] Explain: _____

13. Have you ever observed, either in a friendly discussion or in an argument, where the applicant is proven wrong, how he/she reacted? Never observed [] Have observed []

Explain: _____

14. Has the applicant ever discussed his/her ambitions with you?

Yes [] No [] Explain: _____

15. Using words or phrases, how would you describe the applicant?

16. Are you aware of any circumstances that might disqualify the applicant from employment with the Fontana Police Department? Yes [] No [] Explain: _____

17. Do you recommend the applicant for hire? Yes [] No [] Explain: _____

18. If you know of other persons who may be able to furnish information concerning the applicant's character or work record, please give their names and addresses below.

Name: _____

Name: _____

Address: _____

Address: _____

Phone: _____

Phone: _____

Please list your contact information so the Explorer Advisor can contact you. If there is no way to contact you, we cannot hire the applicant.

Your Name: _____

Address: _____

Phone Number: _____

**FONTANA POLICE DEPARTMENT
ADMINISTRATIVE DIVISION**

PERSONAL CONTACT QUESTIONNAIRE

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1. How long have you known the applicant? _____

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b. Personal obligations	[]	[]	[]	[]
c. Ability to make decisions	[]	[]	[]	[]
d. Initiative	[]	[]	[]	[]
e. Ability to deal with people	[]	[]	[]	[]
f. Temperament	[]	[]	[]	[]
g. Attitude towards children	[]	[]	[]	[]
h. Driving skill	[]	[]	[]	[]
i. Personal appearance	[]	[]	[]	[]
j. Any known illegal drug or alcohol use	Yes []	No []		

Remarks to any of the above: _____

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Your Name: _____

Address: _____

Phone Number: _____

FONTANA POLICE DEPARTMENT ADMINISTRATIVE DIVISION

PERSONAL CONTACT QUESTIONNAIRE

Concerning the application of: _____

1. How long have you known the applicant? _____

2. How did you become acquainted with the applicant? _____

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b. Personal obligations	[]	[]	[]	[]
c. Ability to make decisions	[]	[]	[]	[]
d. Initiative	[]	[]	[]	[]
e. Ability to deal with people	[]	[]	[]	[]
f. Temperament	[]	[]	[]	[]
g. Attitude towards children	[]	[]	[]	[]
h. Driving skill	[]	[]	[]	[]
i. Personal appearance	[]	[]	[]	[]
j. Any known illegal drug or alcohol use	Yes []	No []		

Remarks to any of the above: _____

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Explain: _____

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Explain: _____

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Explain: _____

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Explain: _____

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18. If you know of other persons who may be able to furnish information concerning the applicant's character or work record, please give their names and addresses below.

Name: _____

Name: _____

Address: _____

Address: _____

Phone: _____

Phone: _____

Please list your contact information so the Explorer Advisor can contact you. If there is no way to contact you, we cannot hire the applicant.

Your Name: _____

Address: _____

Phone Number: _____

Fontana Police Department Background Information Form

Please Print

Applicant's Name: _____

Residence Address: _____

(Street Address, City, State, Zip Code)

Length of time at address: _____ Resident Phone Number: _____

Mailing Address (if different) _____

List all previous residence addresses during the past ten years. List the street address, city, state, zip and length of time at address. Attach a separate sheet of paper if necessary.

Date of Birth Place of Birth Height Weight

Eye Color Hair Color Social Security Number Driver License #, State

MySpace.com, Facebook, Instagram Account or Email: _____

List your employers for the past three years. List present or most recent employer first. If self-employed, put "owner" for job title. Attach a separate sheet of paper if necessary.

Name and address of business: _____

Occupation: _____ Job Title: _____

Name and phone number of your supervisor: _____

Employed from (date): _____ to (date): _____

Name and address of business: _____

Occupation: _____ Job Title: _____

Name and phone number of your supervisor: _____

Employed from (date): _____ to (date): _____

List three personal references (other than relatives)

_____ Name	_____ Address	_____ Phone Number
_____ Name	_____ Address	_____ Phone Number
_____ Name	_____ Address	_____ Phone Number

Answer "Yes" or "No" to the following questions:

Have you ever been convicted in any county, state, or federal court of:

Drinking in a reckless manner?

Driving while intoxicated?

Using, Possessing, or transporting narcotics?

Pandering?

Any law or ordinance involving immoral conduct?

Have you ever been arrested for anything other than a minor
Traffic violation?

If the answer to any of the above questions is "Yes", give the date(s), charge(s), investigating agency and disposition.

I declare that the information given is true and complete.

_____ Signature of Applicant	_____ Date
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City of Fontana POLICE DEPARTMENT

GENERAL RELEASE OF LIABILITY

For and in consideration of the granting of permission to participate in activities conducted by and/or with officers of the Fontana Police Department in their normal course of duty, on _____, said participation or activities being conducted in and around the city of Fontana, California, the undersigned, on behalf of him/her, heirs, executors, administrators and assigns, hereby fully releases and discharges the City of Fontana, Fontana Police Department and its members, agents, employees and servants, assigns and successors, from any and all rights, claims, actions and liabilities for damages which said undersigned and his/her above-mentioned successors now have or by hereafter the signing of this agreement have against the aforementioned City of Fontana, by the undersigned, or by loss through the theft, or damage to property suffered by the undersigned by reason of his/her voluntary participation in any of the aforementioned activities.

The undersigned has read this General Release of Liability and fully understands and acknowledges the significance of said General Release and hereby assumes full responsibility for any injuries, damages, or losses that he/she may incur from the above-mentioned participation in any of the activities of the Fontana Police Department.

The undersigned also agrees to refrain from exercising any of his/her existing police powers while participating in a ride-along activity with the Fontana Police Department except that an occasion would require the use of such powers for the protection of life.

READ CAREFULLY BEFORE SIGNING

DATED: _____

Signature of Participant

WITNESS: _____

Please Print Name of Participant

DATED: _____

Signature of Parent or Guardian



City of Fontana POLICE DEPARTMENT

EXPLORER PROGRAM RELEASE AND WAIVER FORM

TO WHOM IT MAY CONCERN:

I hereby authorize any police officer or other authorized representative of the Fontana Police Department bearing this release, or a copy of it, within one year of its date, to obtain any and all information in your files pertaining to my employment, all discipline matters which may have been sealed as a part of labor negotiations, credit or educational records including, but not limited to academic achievement, attendance, athletic, personal history, performance reports, background investigations, polygraph examination results, any and all internal affairs investigation and disciplinary records, and credit reports.

I hereby direct you to release this information upon request of the bearer. This release is executed with full knowledge and understanding that the information is for the official use of the Fontana Police Department.

I hereby release you, as the custodian of such records, and any school, college, university, or other educational institution, credit bureau, lending institution, consumer reporting agency or retail business establishments, including its officers, employees, or related personnel, both individually and collectively, from any and all liability for damage of whatever kind, which may at any time result to me, my heirs, family and associates, because of compliance with this authorization and request to release information, or any attempt to comply with it. Should there be any questions as to the validity of this release, you may contact me as I have indicated.

I understand that I have the right to receive a copy of this authorization and acknowledge that I have received a copy of it.

FULL NAME, _____ DATE, _____

Signature

FULL NAME, _____ DATE, _____

Print

PHONE NUMBER DAY: (____) _____ EVENING: (____) _____

WITNESS, _____ DATE, _____

PARENT OR GUARDIAN, _____ DATE, _____

(If applicant is under 18 years of age)

17005 Upland Avenue, Fontana, CA 92335

Revised 08/07/2018 hh

(909) 350-7740 www.Fontanapd.org



City of Fontana POLICE DEPARTMENT

MEDIA WAIVER

Date: ____ / ____ / ____

I, _____ grant the City of Fontana and the Fontana Police Department,
Print Parent/Guardian Name

permission for _____'s photograph, image or quotations to be
Applicant's Name

published in print (newsletters, brochures, newspapers, electronic media, etc.), on the internet,
shown on television, or used in videos, in conjunction with media coverage of events for the
Fontana Police Explorers.

Applicant's Signature

Parent / Guardian's Signature



City of Fontana POLICE DEPARTMENT

AUTHORIZATION TO RELEASE INFORMATION

To Whom It May Concern:

1. As an applicant for a position with the Fontana Police Department, I am required to furnish information for use in determining my qualifications. I hereby authorize any representative of the Fontana Police Department bearing this release, or a copy of it, to obtain any and all information in your files concerning me, including information which might be confidential, privileged and/or derogatory in nature; including but not limited to: release of and/or copies of police officer records (pursuant to PC 832.7 and Evidence Code Section 1043) employment information, results of background investigations which pertain to me, psychological examinations and their results, educational records/transcripts, polygraph examinations and their results, dental records, local criminal history information and/or any information you may possess. Additionally, I authorize you to release any disciplinary actions against me, which includes those that have been "sealed" pursuant to any agreement, and any internal affairs investigations, current or closed, or any files deemed confidential to me.
2. I authorize release of any record of contact between law enforcement agencies and myself to include arrests and convictions. I authorize the release to any law enforcement agency any information ascertained in this investigation relating to a possible crime.
3. I also authorize the release of any medical records or medical information in the files of my current or former employer(s), or any current or former physician(s).
4. I hereby direct you to release this information upon the request of the bearer. This release is executed with full knowledge and understanding that the information is for the official use of the Fontana Police Department.
5. I hereby release you from any liability for damage of whatever kind, which may result to me, by my heirs, family or associates because of compliance with this authorization and request to release information, or any attempt to comply with.
6. This release will expire one (1) year after the date that it was signed, and is a complete, total, and unequivocal waiver.

CERTIFICATION: *I certify that I have read this authorization form and understand its meaning and purpose.*

SIGNATURE: _____ **NAME PRINTED:** _____ **DATE:** _____

PARENT/GUARDIAN SIGNATURE: _____ **DATE:** _____

STATE OF CALIFORNIA,

COUNTY OF SAN BERNARDINO

On _____ before me, _____, Peace Officer, personally appeared _____, who proved to me on the basis of satisfactory evidence to be the authorized capacity, and that by his/her signature on the instrument, the person, or the entity upon behalf of which the person acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

17005 Upland Avenue, Fontana, CA 92335

**FONTANA POLICE DEPARTMENT'S
EXPLORER PRE-INVESTIGATIVE QUESTIONNAIRE**

Date, _____ Position Applied for, _____

Name, _____ Social Security Number, _____

Date of Birth, _____ Last _____ First _____ Driver's License, _____ State, _____

Address, _____ City, _____ State, _____ Zip Code, _____

Home Phone, _____ Cell Phone, _____ Work Phone, _____

E-Mail Address, _____

As an applicant for a position with the Fontana Police Department, you are required to complete this Pre-Investigative Questionnaire. You are admonished that any false statement or omission on this questionnaire will cause your name to be removed from the eligibility list, or be considered for immediate dismissal if an appointment is made.

Pursuant to the Americans with Disabilities Act (ADA), you are not required, nor are you expected to furnish any information in this questionnaire that is of a medical nature. For example, do not report any work absences for illness or worker's compensation claims. Do not discuss or report any disabilities you might have. This information is strictly medical in nature, and as this questionnaire is part of the pre-job offer background investigation, is not subject to disclosure during this portion of the background investigation.

For the purpose of this questionnaire, drug possession shall be defined as each time the drug was in your personal possession either on or within the body or in the hands, clothing, vehicle, home, residence, or any other area that you controlled.

Please read and answer all of the questions. You are admonished to answer all questions completely and truthfully. If you are dishonest in your answers, fail to fully answer any question, or misstate any material facts, you will be disqualified from further consideration for this position. Remember that your response may be subject to verification by a polygraph examination.

**IF YOU ANSWER "YES" TO ANY OF THE QUESTIONS, YOU MUST PROVIDE AN EXPLANATION BY USING
ADDITIONAL SHEETS.**

List corresponding question number with explanation

Pre-Investigative Questionnaire

Instruction Sheet

Carefully read and answer each question.

If you answer **“YES”** to any question, you must write a complete explanation in either handwriting on the attached lined sheets or by adding additional typewritten sheets.

Print only using black ink, and leave a single line between each answer.

All written responses must be answered completely, accurately and truthfully.

Write the corresponding question number adjacent to the written explanation.

After completing each page, you must initial the bottom right corner as indicated.

In accordance with the Americans with Disabilities Act (ADA), do not list any medical related information or history about yourself on this questionnaire or any attached pages.

Vague, ambiguous, misleading, illegible, or unanswered responses may be cause for disqualification from further consideration.

If you see the word “ever” in any question that means your entire lifetime.

Fontana Police Department employees must be able to read, interpret, comprehend, and complete police reports, forms, and other documents accurately and in a timely manner. For this reason, in addition to evaluating your moral character and suitability, we will evaluate your ability to complete this questionnaire accurately. Your ability to write clear statements, which accurately describe an occurrence, will be evaluated.

WHO, WHAT, WHEN, WHERE, WHY AND HOW...

Please use these instructions as a guide to explain your answers in full detail. As members of the Law Enforcement Profession, we are always expected to give full and accurate descriptions of events, people, and ideas. If you do not have all the details of an incident or issue you were involved in, ask family members or friends who can possibly assist you. You can also use the internet to look up locations, names, or places. By providing full detailed explanations, this will help you continue with the testing process.

Who was involved? List any name or names of the involved people regarding the incident or issue.

What happened (what's the story)? Explain in detail what occurred.

When did it take place? Month, day or YEAR issue or incident occurred, it can be approximate.

Where did it take place? List the street, city, state, country, name of business, your home, or address of location where incident occurred.

Why did it happen? Explain the reason why this incident or issue occurred; provide full details do not leave out information.

How did it happen? Explain in detail how the incident or issue occurred.

ADVISEMENT TO CANDIDATE
REGARDING FALSE STATEMENTS

CANDIDATE NAME:

The overall purpose of the pre-employment background investigation is to verify that your application and any statements you have made to your prospective employer concerning your qualifications are true.

The California courts have held that an employer has a legal duty to know the persons whom it employs. In some cases, California law may mandate a background investigation before employment, while in other cases it is merely a case of public policy or prudence before placing someone in a position of public trust.

Both State and Federal courts have also held that there is an absolute necessity for public employees to be truthful. You must understand that a lack of truthfulness or deception of any type on your part will automatically and irrevocably result in your application being rejected from further consideration.

For some people, there may be one or more incidents or occurrences in their background which they regret or over which they may feel some embarrassment. A prospective employer will not make inquiries into areas of a person's background that have no legitimate bearing on their qualifications for the job. You should understand that the mere presence of so-called "negative" information in your background is not automatically disqualifying. For example, an applicant may have engaged in petty thievery as a child, used illegal drugs, been fired from a job or been convicted of a crime as an adult. While these things in and of themselves may not automatically remove that person from consideration for a job, lying about them will.

A pre-employment background investigation is not intended to be an intimidating experience or an unwarranted invasion into your privacy. Your background investigator will contact persons who know you, including present and/or former employers, and will examine official documents and records concerning you to assure that you have been honest in your application and to fulfill the legal mandates imposed by the courts and legislature. The more forthright you have been, the greater the likelihood that your background can be completed in a timely and successful manner.

CERTIFICATION

I understand that any false statement and/or deliberate misrepresentations, whether by omission or commission, will result in my application being automatically and irrevocably rejected from further consideration. I certify that I have read the above statement, understand its contents, and have been furnished a copy of it.

Signature: _____

Date: _____

PERSONAL DATA

1.	Do you use, or are you known by any other name, monikers, or aliases?	☐ Yes ☐ No
2.	Have you ever impersonated another person?	☐ Yes ☐ No
3.	Have you ever impersonated a police officer?	☐ Yes ☐ No

TRAFFIC / VEHICLE OPERATION

4.	Has your driver's license ever been suspended or revoked?	☐ Yes ☐ No
5.	Have you ever received a traffic citation, other than for parking?	☐ Yes ☐ No
6.	Have you ever had a traffic citation that did not show on your DMV record?	☐ Yes ☐ No
7.	Have you ever had a traffic citation go to warrant? If yes, include dates and county where original violation took place.	☐ Yes ☐ No

USE OF INTOXICANTS

8.	Have you ever been detained or arrested for driving under the influence of any intoxicant?	☐ Yes ☐ No
9.	Have you ever driven a vehicle while under the influence of alcohol and/or drugs? If so, give the date of the last occurrence.	☐ Yes ☐ No

CRIMINAL BEHAVIOR / LAW ENFORCEMENT CONTACTS

10.	Have you ever illegally carried a weapon? (Includes any dagger, billy club, metal knuckles, nunchaku, throwing star, sap, short barreled shotgun/rifle, butterfly knife, or any explosive substance.)	☐ Yes ☐ No
11.	Either as an adult or juvenile, have you ever been detained for investigation or questioned by any law enforcement agency? (Detention in and of itself is not disqualifying.)	☐ Yes ☐ No
12.	Have you ever been placed on court probation? If yes, give details (including dates, where and why).	☐ Yes ☐ No
13.	Have you ever had a warrant issued for you arrest (including traffic warrants)? If yes, give details (including dates, where and why).	☐ Yes ☐ No
14.	Are you currently, or have you ever been on parole or probation? If yes, give details (including dates, where and why).	☐ Yes ☐ No
15.	Have you ever been arrested?	☐ Yes ☐ No
A.	Have you ever been convicted of any crime? (If so, please provide the following information: date of incident, police agency, circumstances, sentences, court case number, police case number, police reports, and courts.)	☐ Yes ☐ No
16.	Have you ever been reported to any law enforcement agency as a runaway or missing person?	☐ Yes ☐ No
17.	Have you ever "tagged" or participated in "tagging" someone else's property?	☐ Yes ☐ No
18.	Have you ever engaged in any criminal activity using a computer or any other communication device?	☐ Yes ☐ No

HONESTY

19.	Have you ever used falsified identification or identification belonging to another person?	☐ Yes ☐ No
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FRIENDS, ASSOCIATES AND FAMILY MEMBERS

20.	Do you know, or have you ever knowingly associated with, any member of a street gang?	☐ Yes ☐ No
21.	Has any member of your family ever knowingly associated with any member of a street gang?	☐ Yes ☐ No
22.	Have you ever participated in any gang activity?	☐ Yes ☐ No
23.	Have you ever been a member of a street gang?	☐ Yes ☐ No

MISCELLANEOUS

24.	Do you have any gang related marks or tattoos?	☐ Yes ☐ No
25.	Have you ever had an email address or screen name that you have used on the computer? <i>If yes, please list all of your past and current accounts, including: all screen names, free and purchased accounts, Twitter, Instagram, Facebook, Myspace or other social network accounts.</i>	☐ Yes ☐ No

I am aware that any false statements or omissions made on this questionnaire will cause my name to be removed from the eligibility list, or be cause for non-selection by the Fontana Police Department. I understand that I am subject to termination if discrepancies are discovered after I have been appointed. Additionally, I understand that I am to immediately notify my background investigator of any changes in the above information. Failure to notify the Fontana Police Department's Background Unit of these changes could also be grounds for disqualification and/or non-selection.

Print Name: _____

Signature: _____ Date: _____

Signature of Fontana Police Department Investigator: _____

[illegible]

[illegible]

[illegible]

[illegible]