

★ PUBLIC INTEGRITY BUREAU ★



INTERVIEW & INTERROGATION PIB Annual Peer-to-Peer Training November 20, 2024



OBJECTIVES

- Profile of the interviewer
- The purpose of the interview/interrogation
- Stages of an interview / interrogation
- Rules for the interviewer/interrogator
- Types of questions
- Types of listening



PROFILE OF THE INTERVIEWER

- Be objective
- Be polite
- Hide your emotions
- Act interested
- Remove yourself from the incident in question
- Do not show facial expressions including anger, skepticism, or displeasure
- Use eye contact to show interest, but avoid staring
- Take note of possible acts of deception



INTERVIEW / INTERROGATION

INTERVIEW

Is used to gather as much information as possible from your complainant/witness

INTERROGATION

Designed to obtain a statement from your respondent, not necessarily a confession.



STAGES OF A MEETING

FORMATION

PREPARATION

INTERACTION

COMPLETION



FORMATION



- This Stage Involves Planning And Scheduling The Interview Or Interrogations, Determining The Purpose, And Inviting Participants.

PREPARATION



- Learn The Facts Of The Case
- Gather And Inspect Your Evidence (BWC, Cad, CCTV, Witness Testimony)
- Utilize Your Investigative Plan
- Outline Your Questions
- Know Your Case!
- Brief Secondary Investigator On Case

INTERACTION



- This Is The Actual Interview / Interrogation (Compelled Statements)
- All Interviews / Interrogations Must Be Audio And Video Recorded Via Axon
- ***Telephone Interviews Are Not Preferred And Require a Supervisor's Approval**
- Maintain Control Of The Setting (You Are The Interviewer)

COMPLETION



- Before The Conclusion Of The Interview / Interrogation Review Your Notes
- Ensure All Questions Have Been Answered
- If Needed Pause The Interview Before Closing, Step Out, And Ensure All Questions Have Been Answered

RULES FOR THE INTERVIEWER / INTERROGATOR

Be
Prepared

Be
Precise

Be
Patient



STAGES OF AN INTERVIEW

An interview generally comprises multiple stages, each designed to fulfill specific objectives. This is an overview of the typical stages involved:

1. Introduction and Rapport Building

- **Purpose:** To create a welcoming and friendly atmosphere that puts the interviewee at ease. Do not create a feeling of a hostile environment. Avoid the belief that you have reached a decision in your investigation.
- **Techniques:** Greet the interviewee, introduce yourself, and thank them for their time.

2. Information Gathering

- **Purpose:** To collect relevant information from the interviewee including potential witnesses, evidence, or other information that can aid the investigation.
- **Techniques:** Utilize open-ended questions to prompt detailed answers and follow-up questions to clarify or delve into specific points.

3. Probing and Clarification

- **Purpose:** To explore specific topics in greater depth and ensure comprehension.
- **Techniques:** Ask probing questions for additional details or perspectives, and seek clarification if information is unclear to reduce the risk of needing additional interviews.

4. Closing and Summary

- **Purpose:** To summarize the main points discussed and ensure the interviewee is satisfied with the process
- **Techniques:** Summarize the main findings, thank the interviewee for their time, and offer additional information or follow-up steps if needed.



PREPARATION

To be an effective interviewer/interrogator you must be well-prepared

The interviewee may be resistant to your questions, be respectful but make every attempt to obtain the information you seek

Build a list of core questions and other supplementary questions***

***Ensure each allegation is addressed**

***Have command and or Legal review questions before the interview for serious cases that may result in termination (categories E&F)**

Review the case with the secondary detective before the interview



PRECISION

- **Some answers may contradict one another**
- **Ask questions carefully**
- **Record the responses**
- **Take time to cross-check the responses for consistency**
- **Repeat questions that have not received a suitable answer**
- **Know the BPD Policy you are going to ask about, the interview is not the time to familiarize yourself with a policy**



PATIENCE

- **When the interviewee does not want to answer questions, they will resort to resistance tactics (including speaking on unrelated topics, attempting to question you, conveniently forgetting)**
- **Allow time for the answers, and do not answer for the interviewee**
- **Be persistent (do not move on until your question has been answered)**
- **Circle back to a question if you feel you have not received an adequate answer (the secondary detective should assist in these cases)**
- **There is no time limit on the interview/interrogation (take your time)**
- **Take a recess to regroup if necessary**



PEACE INTERVIEW TECHNIQUE MODEL

https://www.youtube.com/watch?v=J9_O8pZmWxE&t=8s

Interrogation Methods: PEACE Technique vs Reid Technique
(youtube.com)



INTERVIEW / INTERROGATION QUESTIONS

OPENING

NARRATIVE

DIRECT

CROSS

REVIEW

QUESTIONS

OPENING



- Start with easy closed-ended questions (preamble)
- Establish yourself as the one asking the questions (if they ask questions, either ignore them or give short non-committal answers)
- i.e. – in your own words, tell me what happened?

NARRATIVE



- Name a time and place and ask what he/she can tell you about events that occurred during that time
- Listen do not interrupt (take notes)
- Listen for gaps and contradictions to question later
- Secondary as well as the primary detective should be taking notes

NARRATIVE QUESTIONS CONTINUED

Refrain from using closed-ended or leading questions during this stage

*Do you remember seeing the subject with a gun when you arrived

*What did you see when you arrived? Who was there? What did you notice about them?

*You were worried about your safety?

*What was going through your mind at the time?



QUESTIONS

DIRECT



- This is a follow up to the narrative portion of the interview
- Ask specific questions (these will provide detail and fill the holes noted during the narrative portion)

CROSS



- Ask multiple questions at different times about the same thing
- If the answers are contradictory, probe further (time is on your side no need to rush)

QUESTIONS

REVIEW



- This is used to summarize and test your understanding of what you were told
- State what was said and ask for agreement or further explanation
- If necessary, take a recess to assess the information you gather thus far (time is on your side)

TYPES OF LISTENING

ACTIVE LISTENING

- Listening in a way that demonstrates interest and encourages continued dialog. (**Don't interrupt**)

ATTENTIVE LISTENING

- Listening obviously and carefully, showing attention (taking notes)

REFLECTIVE LISTENING

- Listening, then reflecting back to the other person what they said (this allows you to prepare for follow-up questions)



FINAL THOUGHTS

- These are compelled statements
- The interviewee must answer your questions (with or without the attorney's objection)
- Each section of this bureau has a responsibility
- The investigators' role is to gather the evidence, compile a thorough case book, and come to a finding based solely on the evidence gathered
- Supervisors are there for guidance, do not hesitate to reach out!
- Inspect your work product for completeness
- DRC and ACC determine discipline for sustained cases
- Legal presents the case (their job is to argue your case and deal with the attorneys and legal issues but remember, this is your case)
- **If we all do our part of the process, the process will be successful**





QUESTIONS?
