



Colorado Springs Police Department

General Order

1830 Pre-Employment Polygraphs Section 1800 – Personnel Functions

Effective Date: 10/11/2021

Supersedes Date: 4/20/2013

.01 Purpose

The purpose of this directive is to set policy for the disclosure of pre-employment polygraph information.

.02 Cross Reference

[SOP HR-03 Police Officer Selection](#)

[SOP HR-12 Hiring Procedure for Civilian Employees](#)

.03 Discussion

Because of the sensitive nature of law enforcement and because of the need to assure public trust, certain prospective employees of the department are required to undergo pre-employment polygraph examinations. In the interest of assuring that the results of these examinations are available to the appropriate hiring authorities within the department, and to protect the privacy rights of potential employees and volunteers, the following policy is established.

.04 Policy

Polygraph examinations will be conducted by personnel trained in the procedures of detecting deception.

The results of pre-employment polygraph examinations for candidates for non-CSPD positions in the general city will be released to the chief of police and the deputy chiefs of police. The determination if the non-CSPD candidate will be allowed to have access to CSPD systems or facilities will be determined by the deputy chiefs.

The results of pre-employment polygraph examinations for candidates for the Colorado Springs Fire Department (CSFD) will be released to the fire chief, the fire deputy chiefs, and/or the fire marshal.

The results of volunteer pre-employment polygraph examinations will be released only to the chief of police, the deputy chiefs of police, and the commander of the division having operational control over the position.

The results of pre-employment polygraph examinations conducted on applicants for sworn and civilian positions will be released to the background investigation team and will be included with the applicant's selection packet. The selection packet may be reviewed by the hiring manager and the selection committee.

Polygraph results will otherwise be confidential and will not be released to, or discussed with, any other person without authorization of the chief of police or a deputy chief of police. Pre-employment polygraph examinations are an internal process that aids in hiring decisions and, as such, are not public record. The results of a polygraph examination by itself, will not be used as the single determinant of employment status.

.05 Definitions

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