

# INCORPORATED BY REFERENCE DOCUMENT **ADOPT**

## Bias Assessment Framework

Intended uses: (a) to guide background investigators to bias-relevant areas of inquiry for inclusion in the background investigation report reviewed by the screening psychologist; and (b) to guide screening psychologists in the collection and evidence-based use of bias-related information derived from the three sources of information stipulated in POST Commission Regulation 1955.

Targeted Construct	Data Sources					
	Background and Personal History		Written Instruments		Psychological Interview	
	Aggravating or Facilitative	Mitigating or Protective	Aggravating or Facilitative	Mitigating or Protective	Aggravating or Facilitative	Mitigating or Protective
Biased Behaviors	History of biased behaviors <sup>1</sup>	Evidence of mitigating or protective factors subsequent to biased behavior	Responses to written self-report questionnaire pertaining to a history of biased behaviors <sup>2</sup>	Not directly assessed	Interview questions pertaining to a history of biased behaviors	Interview questions pertaining to behaviors contrary to bias or that mitigate a history of biased behaviors
Biased Attitudes	Not directly assessed	Not directly assessed	<i>Published measures of biased attitudes are available but have not been validated for use in personnel selection. They may be useful in the context of the psychological interview.</i>	<i>Published measures of biased attitudes are available but have not been validated for use in personnel selection. They may be useful in the context of the psychological interview.</i>	Interview-based assessment of biased attitudes	Interview-based assessment of attitudes in opposition to the targeted bias
Bias-Relevant Traits & Attributes <sup>3</sup>	Indicators of aggravating or facilitative traits or attributes	Indicators of mitigating or protective traits or attributes	Indicators of aggravating or facilitative traits or attributes	Indicators of mitigating or protective traits or attributes	Indicators of aggravating or facilitative traits or attributes	Indicators of mitigating or protective traits or attributes

<sup>1</sup> Background investigations should include a broad range of diverse references and developed references including workplace (e.g., supervisors, co-workers), family members, neighbors, close personal relationships, social and family friends, teachers, military colleagues, and other contacts.

<sup>2</sup> Psychological evaluators are required to assess each of the targeted constructs, but the data sources used for the assessments are at the discretion of each evaluator. For example, when the background investigation and psychological interview adequately assess biased behaviors and biased attitudes, respectively, written assessments of those constructs may not contribute incrementally to the assessment.

<sup>3</sup> When there is clear and direct evidence of unmitigated biased behaviors or attitudes, other factors are not relevant for assessing the bias of a peace officer candidate. However, when direct evidence of explicit or implicit bias is unavailable, ambiguous, or relatively weak, it may be useful to consider related factors such as neutral or favorable intergroup contact, motivations to respond without prejudice, perceptions of social norms about prejudice, and executive function. These factors also generally contribute to more equitable behavior and fair treatment of others, and thus can mitigate tendencies to act in discriminatory ways even when some evidence of bias is detected.