



DEPARTMENT OF MOTOR VEHICLES
INVESTIGATIONS DIVISION
P.O. Box 932391 MS-N223
Sacramento, CA 94232-3910



DMV Pre-Employment Behavior Standards Questionnaire

APPLICANT NAME	DATE OF BIRTH
DRIVER LICENSE	POSITION

As a peace officer applicant for a position with the California Department of Motor Vehicles, you are required to complete this Pre Employment Behavior Standards Questionnaire. This questionnaire supplements your Personal History Statement (PHS) and will be treated with the same confidentiality as your PHS.

Please read and answer all of the following questions. You are to answer all of the questions truthfully and completely. 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.

Do you understand this admonishment? ☐ Yes ☐ No

Read and answer the following questions carefully and honestly. A "Yes" answer may not, in and of itself, be grounds for disqualification or non-selection, whereas an untruthful response will be. Answers are also subject to verification by a psychological and medical examination. *If you answer "Yes" to any question, you must provide a written explanation.* Each explanation must be on a separate Background Investigation Questionnaire Explanation form (found at the end of this packet). You must fully explain the circumstances of each "Yes" answer.

Your responses to these questions will be evaluated and considered in relationship to your entire background. The commission of one or more of the offenses listed on this questionnaire may not automatically disqualify you from consideration for this position. Public safety agency employees must demonstrate integrity and credibility as a witness in a court of law.

Pursuant to the Americans with Disability Act (ADA), *you are not expected nor are you required to furnish any information in this questionnaire, which is of a medical nature.* For example, do not report any work absences related to illnesses or workers compensation injuries. Do not discuss or report your disabilities. Do not discuss or report any information concerning your illnesses. This questionnaire is part of the pre-offer background suitability as an investigator and as such, medical information is not subject to disclosure during this portion of the process.

I certify that I have read the above statement and understand its contents.

SIGNATURE OF APPLICANT X	DATE
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☐ **Pre-Employment Behavior Standards Questionnaire not required. I certify I am currently employed as a Peace Officer by the Department of Motor Vehicles.**

SIGNATURE OF APPLICANT X	DATE
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DMV Pre- Employment Behavior Standards Questionnaire

Do you/are you/have you ever:		Yes	No
1	Committed arson (unlawfully set fire)?		
2	Committed burglary (entry of a structure or vehicle to commit theft or any felony)?		
3	Committed homicide/manslaughter?		
4	Committed theft (including switching price tags, shoplifting)?		
5	Committed forgery?		
6	Committed kidnapping?		
7	Committed extortion (blackmail)?		
8	Committed embezzlement (theft of money or valuables entrusted to you)?		
9	Committed rape (sexual intercourse by force or threat, including spouse)?		
10	Committed any other forcible sex act (oral copulation, sodomy, etc.)?		
11	Had sexual intercourse or act with a minor (person under age 18)?		
12	Committed incest (sexual intercourse with a member of your immediate family, other than your spouse)?		
13	Had sex in a place exposed to public view?		
14	Committed a violent assault upon another person (including spouse, and/or significant others)?		
15	Committed domestic violence (including common law spouse, and/or significant others)?		
16	Committed child abuse?		
17	Committed child molestation (any sex act with a child)?		
18	Committed bestiality (any sex act with an animal)?		
19	Committed prostitution or other sexual acts (intercourse or other sexual acts for money or other considerations)?		
20	Solicited prostitution (asking for sex in return for money or vice versa)?		
21	Illegally damaged or destroyed property and/or committed any act of malicious mischief?		
22	Committed public intoxication?		
23	Carried a loaded and/or concealed firearm without a permit to do so?		
24	Are you prohibited by law from owning, possessing, or carrying a firearm?		
25	Applied for a permit to carry a concealed firearm?		
26	Illegally carried a weapon (including any dagger, billy club, metal knuckles, nunchuk, throwing star, sap, short barreled shotgun/rifle, butterfly knife, or any explosive substance)?		
27	Is anyone likely to report that you have illegally used and/or carried a firearm?		

Initial this page to indicate that you have provided complete and accurate information. _____

Do you/are you/have you ever:		Yes	No									
28	Failed to register for the military draft when required to do so by law?											
29	Been detained for investigation or question by any law enforcement agency (either as an adult or juvenile)? Detention in and of itself is not disqualifying.											
30	Been placed on court probation as a juvenile or an adult?											
31	Had a warrant issued for your arrest?											
32	Are you currently on parole?											
33	<p>Been arrested or convicted of any crime as an adult or juvenile (excluding traffic citations)? If so, please provide the following information (in detail on the end of the packet):</p> <table> <tr> <td>Date of incident</td> <td>Circumstances</td> <td>Police agency</td> </tr> <tr> <td>Police case number</td> <td>Police Report(s)</td> <td>Court</td> </tr> <tr> <td>Court case number</td> <td>Sentences</td> <td></td> </tr> </table>	Date of incident	Circumstances	Police agency	Police case number	Police Report(s)	Court	Court case number	Sentences			
Date of incident	Circumstances	Police agency										
Police case number	Police Report(s)	Court										
Court case number	Sentences											
34	Are you currently wanted for any reason by any law enforcement agency?											
35	Had a criminal record (adult or juvenile) sealed?											
36	Had to testify in a criminal proceeding (do not include work proceedings while employed as a peace officer)?											
37	Illegally exposed your genitals?											
38	Been arrested for an illegal sex act?											
39	Participated in any form of illegal sex-related entertainment for pay or received payment for a sexual act?											
40	Been required to register as a sex offender?											
41	Do you have any reason to be concerned about an investigation into your personality traits?											
42	Are you afraid of physical combat?											
43	Own any firearms?											
44	Fired a firearm (do not include police training)?											
45	Are you afraid of firearms?											
46	Have any prejudices against any minority, religious, or militant groups?											
47	Is anyone likely to report that you have any prejudices against any minority, religious, or militant groups?											
48	Feel your prejudices might affect your ability to perform this job?											
49	Frequently lose your temper?											
50	Had any difficulties or disputes with a neighbor?											
51	Lost your temper with your family, friends, co-workers, supervisors, or a stranger?											
52	Been involved in a fight?											
53	In the past year, have you ever been in or started any fights?											

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Do you/are you/have you ever:		Yes	No
54	Since you were 18, have you struck or injured any person?		
55	Struck someone living with you?		
56	Had to physically defend yourself (other than training i.e. military, police academy, or self-defense courses)? If so, how many times?		
57	Other than in warfare, have you ever caused serious injury to a human being?		
58	Other than in warfare, have you ever used any weapon against someone?		
59	Other than in warfare, have you been involved in a violent incident such as shooting, knifing, or fight where someone was, or could have been, seriously injured or killed?		
60	Other than in warfare, have you ever caused the death of a human being?		
61	If it becomes necessary in the course of your peace officer duties to take a human life, would you have any reluctance to do so because of religious or other personal beliefs?		
62	Is anyone likely to report that you have violent tendencies?		
63	Is anyone likely to report that you have a problem with your temper?		
64	Is anyone likely to report that you have any personality characteristics which would make you unsuitable for the position for which you have applied?		
65	Been in trouble on the job because of drinking an alcoholic beverage?		
66	Been warned by an employer regarding the drinking of alcoholic beverages?		
67	Consumed alcoholic beverages during working hours or just prior to reporting to work?		
68	Been terminated for drinking alcoholic beverages on or off the job?		
69	Been told by your spouse or family that you drink too much?		
70	Driven a car under the influence of alcohol and/or drugs?		
71	Is anyone likely to report that you have had any problems related to alcohol?		
72	Do any of your friends, immediate family, or associates use any drugs, narcotics, or other illegal substances? <i>If "Yes", how often are you in contact with them?</i>		
73	Remained in a place where drugs, narcotics or other illegal substances were being used, possessed, sold, manufactured, etc.?		
74	Purchased narcotics or drugs, excluding Cannabis?		
75	Misused or abused prescription drugs?		
76	Had to register as a narcotic offender?		
77	Furnished, manufactured, cultivated, or possessed any drug, narcotic, or other illegal substance(s)?		
78	Knowingly allowed anyone to use illegal drugs in your home?		
79	Sold narcotics or drugs, excluding Cannabis? <i>If "Yes", explain and include the total profit earned, the substance(s) sold, number of times, and the last time.</i>		
80	Worked under the influence of illegal drugs? <i>If "Yes", provide employer and frequency that it occurred.</i>		
81	Ingested a substance you thought was an illegal drug and then found out it wasn't?		

Initial this page to indicate that you have provided complete and accurate information. _____

Do you/are you/have you ever:		Yes	No
82	Been involved in the manufacturing of any drugs?		
83	Been the "middle man" for a drug deal?		
84	Purchased steroids?		
85	Helped another person purchase steroids?		
86	Has anyone other than a medical person injected anything into your body?		
87	Been given any illegal drug(s) by someone as a joke?		
88	Tested positive on an employment related drug test? <i>If "Yes", date of last positive test.</i>		
89	Is anyone likely to report that you have been involved in the use or sales of illegal drugs?		
90	Used or experimented with any of the following substances, drugs, or narcotics, even one time?		

Drug History Questions

Drug Type / Name (circle)	First Used MO/YR	Last Used MO/YR	How many times was the drug used?
Amphetamines (uppers, speed)			
Barbiturates (downers)			
Designer/Synthetics			
Heroin			
LSD, Mushrooms or other Hallucinogens			
Opium, Morphine			
PCP (angel dust)			
Steroids			
Toluene			

Do you/are you/have you ever:		Yes	No
91	Had any family problems because of gambling?		
92	Had any employment problems because of gambling?		
93	Placed a bet on a sporting event for a friend or relative?		
94	Gambled in the last year?		
95	Borrowed money to gamble with?		
96	Feel you have or have ever had a problem with gambling?		
97	What is the most you have ever lost and won by gambling? Total Winnings: _____ Total Losses: _____		

Initial this page to indicate that you have provided complete and accurate information. _____

Do you/are you/have you ever:		Yes	No
98	If you answered "Yes" to any of the gambling questions, where did the gambling take place?		
99	Is there any reason you are not disclosing all creditors and debts, including those of your spouse?		
100	Provided false information on a credit or loan application?		
101	Been refused credit?		
102	Been evicted or been threatened with the eviction process?		
103	Been sued over a debt?		
104	Filed for debt reorganization?		
105	Written a check knowing funds were not available to cover payment?		
106	Bounced a check? If so, what did you do about it?		
107	Had a debt turned over to a collection agency?		
108	Been late paying rent or mortgage payment?		
109	Has your salary ever been attached for non-payment of debts?		
110	Avoided paying any lawful debt by moving away?		
111	Been late paying your taxes?		
112	Been late in making child support payments?		
113	Been late in repaying a student loan?		
114	Filed a false income tax return?		
115	Filed a false insurance claim?		
116	Obtained financial gain through dishonest means?		
117	Collected unemployment or welfare benefits (including food stamps) when you were not entitled to?		
118	Is anyone likely to report that you have had financial problems?		
119	Had a traffic citation go to warrant?		
120	Currently drive without automobile insurance?		
121	Driven an uninsured vehicle?		
122	Has your auto insurance ever been placed in the assigned risk pool?		
123	Been denied vehicle insurance?		
124	Been placed on probation for a traffic-related offense?		
125	Been involved in a police pursuit?		

Initial this page to indicate that you have provided complete and accurate information. _____

Do you/are you/have you ever:		Yes	No
126	Fled the scene of a hit and run accident?		
127	Driven a motor vehicle while under the influence of alcohol and/or drugs?		
128	Caused anyone serious injury by your operation of a motor vehicle?		
129	Caused the death of anyone by your operation of a motor vehicle?		
130	Had your vehicle searched?		
131	Called in sick when you were really well? If "Yes", why (please include employer name)?		
132	Had any difficulty with a co-worker, subordinate, or supervisor?		
133	Had a complaint made against you during the course of your employment?		
134	Had any instructor or supervisor (including military) speak to you about being tardy or absent too often?		
135	Been in a fight (verbal or physical) with a co-worker, supervisor, instructor, or customer of an organization where you were working?		
136	Been accused of misconduct at a place of employment?		
137	Any reasons to be concerned about an investigation into your past work history?		
138	Been fired from a job? <i>If "Yes", please provide employer(s) and date(s).</i>		
139	Asked to resign from a job? <i>If "Yes", provide employer(s) and date(s).</i>		
140	Resign from a job to avoid being fired?		
141	Left a job without giving proper notice?		
142	Been formally disciplined by a past or present employer?		
143	Are there any reasons for you not showing true and complete reason(s) for leaving each of your previous jobs?		
144	Are there any reasons you could not return to work for all of your former employers?		
145	Stolen any money from a place where you worked?		
146	Is anyone likely to report derogatory information about your work performance to the background investigators?		
147	Borrowed money from an employer and not paid it back?		
148	Been overpaid by an employer and not reported it?		
149	Embezzled any money from an employer?		
150	Stolen any merchandise or property from any employer?		
151	Taken any property that did not belong to you from a place where you worked? <i>If "Yes", please provide employer name.</i>		
152	Is anyone likely to report that you have stolen something from a place where you worked?		
153	Been accused of sexual harassment? <i>If "Yes", was an investigation conducted?</i>		

Initial this page to indicate that you have provided complete and accurate information. _____

Do you/are you/have you ever:		Yes	No
154	Been turned down by a bonding company?		
155	Taken a polygraph and/or a CVSA?		
156	Been refused a security clearance?		
157	Belonged to a subversive or militant group that has advocated the use of violence or unlawful means to obtain its goals?		
158	Filed a false worker's compensation claim?		
159	Do you have any tattoos? <i>If "Yes", give description and location.</i>		
160	Used falsified identification or identification other than your own?		
161	Cheated on a test? <i>Under what circumstances?</i>		
162	Been reported to any law enforcement agency as a runaway or missing person?		
163	Did you omit from your application any employment issues (i.e. additional jobs, terminations, or layoffs)?		
164	Been involved in a hazing incident?		
165	Intentionally omitted any fact(s) from your application or withheld any adverse information?		
166	Given any confidential information to any organization or individual that would jeopardize our national security?		
167	Have any civil actions pending in court?		
168	Is there anything at all in your background that you have not been asked about that might eliminate you from consideration for this position if it were discovered?		
169	Been named on or been party to a restraining order?		
170	Refused to obey a restraining order?		
171	Has your spouse ever called the police on you for any reason?		
172	Committed a crime not previously mentioned?		
173	Previously applied to the California Department of Motor Vehicles for a sworn and/or civilian position?		
174	Applied to another government agency?		
175	Been rejected by this or any other law enforcement agency for any reason?		
176	Worked at this or any other law enforcement agency in any capacity?		

Initial this page to indicate that you have provided complete and accurate information. _____

If you answered "Yes" to any of the questions **173 – 176**, please list all agencies you have applied to, the date of application, what position you applied for with that agency, the current status of your application. Name your background investigator if applicable.

Agency	Date Applied	Position	Current Status	Investigator

Do you/are you/have you ever:				Yes	No
177	Do you or any family member have an interest in any vehicle dealership, manufacturing, dismantling, or driving school firm?				
178	Do you or any family member act in the capacity of a vehicle salesperson, or driving instructor, or being involved in any other business activity related to the registration or titling of vehicles, or the licensing of drivers, other than when employed by the Department of Motor Vehicles?				
179	Knowingly associated with, any member of a street gang?				
180	Has any member of your family ever knowingly associated with any member of a street gang?				
181	Attended a gathering of any street gang?				
182	Violated any law while associated with members of a street gang?				
183	Participated in any gang activity?				
184	Participated in a drive-by shooting of a person, home, or vehicle? If "Yes", what role did you play (driver, shooter, etc.)?				
185	"Tagged" or participated in "tagging" someone else's property?				
186	Been a member of a gang?				
187	Do you have, or are you known by, any other names or monikers (AKAs)? If "Yes", list them on the attached blank pages and include what they mean.				
188	Been a victim of gang violence?				

Military Questions

Those applicants who are now, or have previously been in the military must answer the following questions:

While in the military have you ever:				Yes	No
189	Had any reason to be concerned about an investigation into your military record?				
190	Been denied enlistment or re-enlistment in the military service?				
191	Were you dishonorably discharged from the military?				
192	Considered absent without leave (AWOL) or taken an unauthorized absence from the military?				

Initial this page to indicate that you have provided complete and accurate information. _____

While in the military have you ever:		Yes	No
193	Been restricted to the base?		
194	Been in military confinement?		
195	Been court martialed?		
196	Received non-judicial office hours, Captain Mast, or similar punishment?		
197	Received any type of disciplinary action?		
198	Been reduced in grade or rank?		
199	Is anyone likely to report that you had any other problems while in the military?		

Current or Previous Peace Officers

Those applicants who are now, or have previously been peace officers must answer the following questions:

As a peace officer do you/have you ever:		Yes	No
200	Accepted a gratuity?		
201	Accepted anything for overlooking a violation?		
202	Made a false official report?		
203	Used your official position for personal gain?		
204	Withheld evidence seized in the course of your official duties?		
205	Had sex on duty?		

For the following questions, give details of any "yes" answers; include dates, agency's name, names of other officer(s), location, case number(s), and the person(s) in charge of the investigation/complaint.

As a peace officer do you/have you ever:		Yes	No
206	Been the subject of an internal affairs investigation?		
207	Had a citizen's complaint alleged against you?		
208	Had any disciplinary actions taken against you, including suspensions, and written and oral reprimands?		
209	Are you currently or have you ever been identified on a "Brady Index" or "Brady List" prohibiting testimony in Federal, State, or Local judicial proceedings?		

My signature below attests to the fact that I have read this form carefully. I understand that any attempt whatsoever; whether by omission or commission; to withhold job-relevant information from the Department of Motor Vehicles will result in grounds for disqualification and/or non-selection; or if I have been hired, subject to termination. This includes deliberate misstatements, deliberate non-responsive answers and misrepresentations of any type.

PRINTED NAME

SIGNATURE

X

DATE

Initial this page to indicate that you have provided complete and accurate information. _____

Instruction page to the Background Investigation Questionnaire Explanation form(s)

If you answered "Yes" to any question(s) listed on the DMV Pre-Employment Behavior Standards Questionnaire (BSQ), you must provide a detailed written explanation following the criteria listed below.

- Each Explanation **must** be on a separate "Background Investigation Questionnaire Explanation form(s)" (attached).
- You have been provided with five blank "Background Investigation Questionnaire Explanation form(s)," if five pages are not enough, you can make clean copies and attach them to the packet as needed.
- You **must** write your Name and Question number (as it corresponds to the Questionnaire) on each "Background Investigation Questionnaire Explanation form(s)".
- You **must** provide a response (one per page) and fully explain the circumstances of each "Yes" answer.
- You **must** include explicit details such as; specific dates of the occurrence.
- You **must** include where the occurrence(s) took place, be detailed and include City, County, and state.
- You **must** provide names of the person(s) involved in the occurrence.
- You **must** include how many times the occurrence(s) transpired.
- You **must** include the date of the last occurrence, timeframes and case numbers as needed.

I certify that I have read the above statement and understand its contents and requirements.

SIGNATURE OF APPLICANT

X

DATE

Background Investigation Questionnaire Explanation form

APPLICANT'S NAME	QUESTION NUMBER
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I certify under **penalty of perjury** that this statement is true and complete to the best of my knowledge and that any misrepresentation or purposeful omission of facts will subject me to disqualification or dismissal from employment if hired.

SIGNATURE OF APPLICANT	DATE
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X

Background Investigation Questionnaire Explanation form

APPLICANT'S NAME

QUESTION NUMBER

I certify under **penalty of perjury** that this statement is true and complete to the best of my knowledge and that any misrepresentation or purposeful omission of facts will subject me to disqualification or dismissal from employment if hired.

SIGNATURE OF APPLICANT

X

DATE

Background Investigation Questionnaire Explanation form

APPLICANT'S NAME	QUESTION NUMBER
------------------	-----------------

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SIGNATURE OF APPLICANT	DATE
------------------------	------

X

Background Investigation Questionnaire Explanation form

APPLICANT'S NAME

QUESTION NUMBER

I certify under **penalty of perjury** that this statement is true and complete to the best of my knowledge and that any misrepresentation or purposeful omission of facts will subject me to disqualification or dismissal from employment if hired.

SIGNATURE OF APPLICANT

X

DATE

Background Investigation Questionnaire Explanation form

APPLICANT'S NAME	QUESTION NUMBER
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I certify under **penalty of perjury** that this statement is true and complete to the best of my knowledge and that any misrepresentation or purposeful omission of facts will subject me to disqualification or dismissal from employment if hired.

SIGNATURE OF APPLICANT	DATE
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X