

The Hamilton Police Service continually evaluates the effectiveness of its recruiting strategies and initiatives. Collection of this data will assist the Service in monitoring its recruiting program and ensure that it is accessible to all members of the community.

Completion of this form is voluntary and is used strictly for statistical purposes. All information will be kept confidential. The information you provide on this form will not be used to assess your suitability or competitiveness for any position within the Hamilton Police Service.

Please read each of the following questions carefully, and check the responses which apply to you. Mark answers with a check-mark. **Information which may assist you in responding to this survey is contained on pages 3 and 4.**

1. **Please indicate your sex (tick box) and age (in years):**
 Male Female [] Age

2. **Please indicate (tick box) the highest level of education you have achieved:**
 High school diploma (or equivalency)
 2-year college diploma
 3-year college diploma
 Bachelor's degree (e.g., B.A., B.Sc., B.Ed., B.S.W., etc.)
 Master's degree (e.g., M.A., M.Sc., M.Ed., M.S.W., etc.)
 Doctoral degree / professional designation (Ph.D., Ed.D., M.D., P.Eng., LL.B., C.A., etc.)

3. **Did you complete Police Foundations Training?**
 Yes. Go to Question 4. No. Go to Question 5.

4. **At what institution did you take Police Foundations Training? (tick box and specify name of institution).**
 Community College *Specify:* _____
 Private College *Specify:* _____
 University *Specify:* _____
 Other *Specify:* _____

5. **Which one of the following do you consider yourself to be:**
 Aboriginal (e.g., a member of the Indian, Inuit or Metis people).
 White (e.g., Caucasian: British, French, East or West European, Russian, Ukranian, Mediterranean).
 Racial Minority (Racial minority status is based on race or skin colour, not place of birth or nationality; see below for a list of categories which belong to "Racial Minority").

6. **If you consider yourself a member of a racial minority, indicate which one of the following best describes your race or colour, regardless of your place of birth:**

<input type="checkbox"/> Black	<input type="checkbox"/> Chinese
<input type="checkbox"/> Filipino	<input type="checkbox"/> Japanese
<input type="checkbox"/> Korean	<input type="checkbox"/> Oceanic
<input type="checkbox"/> Other South East Asian	<input type="checkbox"/> South Asian (Indo Pakistani)
<input type="checkbox"/> Visible Minority Central or South American	<input type="checkbox"/> Visible Minority West Asian or North African
<input type="checkbox"/> Person of mixed race or colour (including at least one of the above)	

7. **Do you consider yourself to be a person with a disability?**
"Person with a disability" means a person with a permanent physical, mental or medical condition that limits the kind or amount of activities of daily living the person can do, and the kind or amount of work the person can do.

Yes – Proceed to Question 8. No – Proceed to Question 9.

8. **Do you feel that your disability will require some form of job accommodation?**

Yes No

9. **To assist with future recruitment activities, please indicate how you heard about the constable opportunities:**

- Newspaper (Please indicate which) _____
- Posting
- Recruitment Presentation (specify location) _____
- Community Contact / Agency
- School / College / University Guidance
- Other (Specify) _____

10. **What attracted you to apply?**

ADDITIONAL INFORMATION

Aboriginal Person

Other terms that are widely used to describe aboriginal people include: North American Indian, First Nations People, Native People or Amerindian.

Aboriginal persons include people living on and off reserves plus Status, Non-Status, and Treaty Indians.

Aboriginals from Latin America, and East Indians should mark themselves as a racial minority.

Racial Minority Status

Racial minority status is based on race or colour, not nationality. Therefore, there are many persons who were born in Canada or who are Canadian citizens who would consider themselves to be a visible minority because of their race or colour.

The listing of racial minorities is for guidance only. While some categories refer to both nationality and racial origin, it is racial origin, not nationality that should guide you. For example, if you are of Chinese origin, but were born in South America, you would select "Chinese".

Racial Minority Groups

<u>Black:</u>	includes Canadian, African, American, West Indian and South American Black.
<u>Oceanic:</u>	includes Polynesian, Micronesian, Melanesian and Fijian.
<u>Other South East Asian:</u>	includes Burmese, Cambodian, Laotian, Thai and Vietnamese.
<u>South Asian (Indo-Pakistani):</u>	includes Bengali, Gujarati, Punjabi, Tamil, East Indian (including those born in the Caribbean or East Africa), Bangladeshi, Sinhalese and Sri Lankan.
<u>Visible Minority Central or South American:</u>	includes those from Central or South America who do not select one of the other racial minority groups.
<u>Visible Minority West Asian and North African:</u>	includes visible minorities who are Lebanese, Egyptian, Palestinian, Syrian, Iranian, Turk, Armenian, North African and Mauritian.

Disability

The examples below provide a guide to the different types of disabilities which may limit a person in the kind of activities of daily living they can do and the kind or amount of work they can do.

Visual/Sight Impairment:

blindness or other serious impairment which is not readily subject to correction through glasses or contact lenses and requires job accommodation.

Hearing Impairment:

deafness or serious hearing loss which is not readily subject to correction through a hearing aid.

Mobility/Dexterity Impairment:

due to any cause including paralysis, amputation or disease, and requiring the use of a wheelchair or other device, or which seriously limits your ability to walk or manipulate objects.

Speech Impairment:

limited in the ability to speak and be understood from causes such as muteness.

Learning Impairment:

includes dyslexia and other learning disabilities due to development impairments or brain injury.

Emotional or Psychiatric Impairment:

includes serious psychiatric disorders such as manic or chronic depression, schizophrenia or any other serious disorders.

Other Impairments:

epilepsy, diabetes and other permanent medical conditions, only if you consider that your opportunities for employment or progression are limited or affected by your condition.