CPP Notes Personnel Security

What is the best way to minimize internal theft? Hire employees with integrity

What percentage of the most costly frauds are committed by employees, according to Ernst & Young? 85%

According to Ernst & Young, what percent of frauds involved amounts in excess of US $1 million?

13 million

Which statement does NOT represent a benefit of a preemployment screening program?

It stops plaintiffs from making legal claims based on negligent hiring

Which position would typically require the lowest level of background screening? Mailroom clerk

Which should serve as the main source of information about a job applicant? The employment app

What are the general categories of applicant falsifications? Knowing omissions of material facts and

misrepresentations of material facts

Which is most likely to be a red flag of fraud in an employment application? An unsigned form

Which term has the broadest scope? Preemployment screening

Which tests provide a psychological measure of an individual’s basic characteristics, such as attitudes, emotional adjustment, motivations, interpersonal skills, and interests?

Personality and integrity tests

Which is a benefit of intelligence and aptitude tests? They are a good indicator of job performance

Which is not typically involved in background investigations? The department doing the hiring

EMPLOYEE SCREENING 7 EASY STEPS

* Create job descriptions
* Assess Risk
* Determine Scope
* Develop Hiring Packet
* Establish Evaluation Criteria
* Communicate Screening Policy
* Review Policy Compliance

Research studies on executive protection show  \_\_\_\_\_\_. Very little few studies exist on EP

Which is a finding of the U.S. Secret Service study of attacks on prominent officials in the United States?

Inappropriate or unusual interest, coupled with action, increased the likelihood that the person posed

a threat

EP programs \_\_\_\_\_. Reap far more value than they cost

\*\*Which is true of executive protection? With proper training anyone can protect anyone

In an EP situation \_\_\_\_\_\_. The principal is the boss

What does “sound off” refer to? When the EP specialist shouts a type of visible weapon and its

direction from the principal

What is the primary meaning of “cover” in EP? The EP Specialist should cover the body of the principal

with his or her own.

At a public event, an attacker is 6 feet away from a dignitary and her EP specialist when the attacker pulls a gun. What should the specialist do? Yell gun and cover the dignitary with his body

* Most workplace homicides result from what? Robberies and similar crime

Which statement is true about restraining orders? It is good practice for companies to document the

method by which employees can obtain restrain orders against persons who are threatening them

What is the most effective method of preventing workplace violence? Early detection of the behavioral, emotional and psychological dynamic that leads to violence

Which of the following staff members must be on a workplace violence incident management team?

Legal staff familiar with labor law

Under which circumstance can a valid violence risk assessment not be conducted? When the

aggressor’s identity is unknown

What is the overriding consideration in a violence-intervention strategy? Harm neither the aggressor

nor the target

Substance abusers file how many times more workers’ compensation claims than non-abusers? 5

times as many

What type of drugs are methaqualone, chlordiazepoxide, and secobarbital? Depressants

Abusers experience frequent, severe mood swings, and they become difficult to manage and have trouble getting along with others. Abusers often try to control their mood swings by using another drug, most often alcohol. Prolonged abuse typically results in weight loss, drug-induced psychosis, and addiction to multiple drugs.” The foregoing depicts what type of drugs? Stimulants

What is the second most commonly abused drug in the workplace? Marijuana

What are “functional abusers”? People who need the drug t function normally

Pre-employment drug testing aids in the detection of potential workplace abusers before they are hired. For those who are already on the job, tests can be conducted based on reasonable suspicion, after an accident or injury, at random intervals, after a return to duty following a violation, and as a follow-up to treatment. Workplace drug testing also serves as a deterrent, creating a fear of being caught.

Of these, thin-layer chromatography (TLC) is the most common and least expensive. Radioimmunoassay (RIA) is the most accurate and can detect drug concentrations on the order of 1 to 5 nanograms per milliliter (1 to 5 parts per billion).

The more common types of confirmatory tests include high-performance liquid chromatography, gas chromatography, and gas chromatography/mass spectrometry. Of these, gas chromatography/mass spectrometry (GC/MS) is considered the most accurate.

What is the most common and least expensive preliminary drug test? Thin layer chromatography