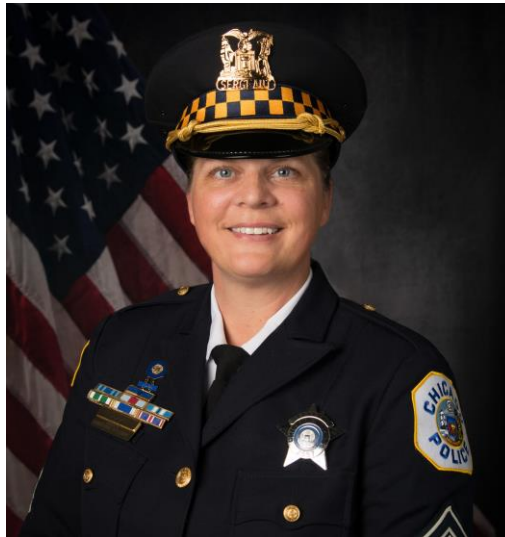


Drugs and Polygraph - How to navigate the changing world of legal drugs and the impact in pre-employment exams.

In this module, we will discuss the ever-changing laws regarding drug legality and their impact on the law enforcement hiring crisis. We will discuss marijuana law changes in the US, standards of hiring in the law enforcement profession, and the evolution of background exams for law enforcement candidates. The information presented will also cover troubleshooting for agencies as we adjust to social change in drug use and availability in respect to the hiring process.

Countermeasures - What does your candidate know before your examination?

In this module, we will discuss the ever-changing availability of information. We will explore how to present the conversation of countermeasures and the impact examiner dialogue. We will discuss the forward process when the examiner recognizes countermeasures, subsequent paperwork, determining what your agency standards are regarding CM's, and how to recognize and confront candidates utilizing CM's.



Sergeant Tracy Hoover

Tracy Hoover is a 26-year veteran of the Chicago Police Department and holds the rank of Sergeant. Tracy began her career with the Chicago Police Department in 1999, working midnights on the South Side of Chicago. During her career, she has worked in numerous capacities within the department, including Patrol, Robbery Mission Teams, the Bicycle Patrol Unit, the Special Operations Section, and the Tactical Teams, and has held Administrative Roles. Tracy is currently the Commanding Officer of the Chicago Police Department's Polygraph Unit.

Tracy has a Bachelor of Science in Public Safety Management and a Master of Science in Public Safety Administration from the Calumet College of St. Joseph. She has also been an Adjunct Professor at Calumet College of St. Joseph since 2019, teaching law enforcement technology classes. Tracy prides herself on her academic commitments and the significant role education plays in life.

Tracy attended The National Polygraph Academy in 2019 and began her career in the Polygraph Field. Tracy is an Illinois State Licensed examiner, as well as an Illinois Licensed Detection of Deception Trainer. Since the start of Tracy's polygraph career, she has been an advocate for continuing education in the area and ensures her team is at the forefront of training in the polygraph field. In her polygraph career, Tracy has administered over 1000 exams for the Chicago Police Department. She supervises a staff of 15 examiners, focusing the team's collective efforts on over 1500 yearly exams administered annually in pre-employment and criminal cases.

Tracy is a current member of the American Polygraph Association, the American Association of Police Polygraphists, and the Illinois Polygraph Society.