

Police and Society Exam 3 Practice (Sample)

Study Guide



Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. Which ethical stance claims that morality is shaped by group values and individual circumstances?**
 - A. Ethical Formalism**
 - B. Ethical Utilitarianism**
 - C. Professionalism**
 - D. Ethical relativism**

- 2. Which term refers to external validation of organizational standards?**
 - A. External validation**
 - B. Accreditation**
 - C. Licensing**
 - D. Oversight**

- 3. The concept that diversity within the public workforce ensures representation of diverse groups is called?**
 - A. Diversity**
 - B. Civil Service**
 - C. Representative Bureaucracy**
 - D. Double Marginality**

- 4. The term that describes accepting responsibility for one's actions in policing is called?**
 - A. Immunity**
 - B. Accountability**
 - C. Liability**
 - D. Anonymity**

- 5. Which term describes behaviors such as dirty jokes that put women down?**
 - A. Unwanted Sexual Attention**
 - B. Testimonial Evidence**
 - C. Empirical Evidence**
 - D. Gender Harassment**

- 6. Which category includes crime trends, mental health crisis, drug problems, and police legitimacy?**
- A. Griggs v. Duke Power Co**
 - B. The Challenge of Crime in a Free Society**
 - C. Modern problems (4)**
 - D. Cybercrime**
- 7. Which category label is used when there is no injury following police use of a deadly weapon?**
- A. Category 1 Injury**
 - B. Category 2 Injury**
 - C. Category 3 Non Injury**
 - D. Category 4 Unknown**
- 8. Which Supreme Court case held that an employment practice, if job-related, may be allowed even with discriminatory outcomes?**
- A. Roe v. Wade**
 - B. Brown v Board of Education**
 - C. Miranda v. Arizona**
 - D. Griggs v. Duke Power Co**
- 9. Which mechanism is described as an effort to control police behavior by establishing an external form of review for police misconduct?**
- A. Early warning system (EWS)**
 - B. Civilian review board**
 - C. Proactive unit**
 - D. Reactive**
- 10. Which concept refers to the officer's mere presence being enough to control a situation?**
- A. Physical force**
 - B. Verbalization**
 - C. Mere presence**
 - D. Command voice**

Answers

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1. D
2. B
3. C
4. B
5. D
6. C
7. C
8. D
9. A
10. C

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Explanations

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1. Which ethical stance claims that morality is shaped by group values and individual circumstances?

- A. Ethical Formalism**
- B. Ethical Utilitarianism**
- C. Professionalism**
- D. Ethical relativism**

Morality shaped by group values and individual circumstances is ethical relativism. This view holds that there are no universal moral rules that apply in every situation; what is considered right or wrong depends on the norms of a culture, a community, or the particular context a person faces. Proponents argue that different groups live under different pressures, histories, and priorities, so they develop their own standards. As a result, an action seen as ethical in one setting might be judged differently in another, and both judgments can be seen as valid within their respective contexts. This stands in contrast to ethical formalism, which upholds universal duties that apply regardless of situation, and utilitarianism, which evaluate actions by their overall consequences for welfare. Professionalism, meanwhile, pertains to expected conduct within a professional field rather than a moral theory about how morality itself is determined.

2. Which term refers to external validation of organizational standards?

- A. External validation**
- B. Accreditation**
- C. Licensing**
- D. Oversight**

Accreditation is the formal, external evaluation of an organization's compliance with defined standards by an independent body. It serves as external validation because it comes from outside the organization and confirms that the agency meets established criteria. The process usually involves a self-study, a comprehensive documentation review, and an on-site assessment, culminating in a decision to grant accreditation for a set period with ongoing periodic reviews to maintain it. In policing and public safety, agencies pursue accreditation from recognized bodies to demonstrate adherence to professional standards and best practices. This is distinct from licensing, which is government permission to operate, and from oversight, which is ongoing supervision by authorities.

3. The concept that diversity within the public workforce ensures representation of diverse groups is called?

- A. Diversity
- B. Civil Service
- C. Representative Bureaucracy**
- D. Double Marginality

Representative bureaucracy is the idea that a public workforce that mirrors the population helps ensure that policies and services reflect the needs of diverse groups. When the workforce includes people from different backgrounds, their experiences, languages, and perspectives surface in how policies are made and how services are delivered. This improves understanding, reduces blind spots, and boosts legitimacy because communities see themselves represented in the institutions that serve them. It's not just about having a varied staff; it's about how that representation shapes priorities and decisions within government. The other terms describe diversity in a general sense, a civil-service system, or a separate concept about minority workers facing multiple forms of marginalization, rather than the specific idea that representation in the bureaucracy affects policy and practice.

4. The term that describes accepting responsibility for one's actions in policing is called?

- A. Immunity
- B. Accountability**
- C. Liability
- D. Anonymity

Accountability is the obligation to answer for one's actions and justify decisions to the public, supervisors, and the law. In policing, it means officers are responsible for how they conduct themselves, follow policies, and respect citizens' rights, and it includes being transparent about actions and accepting consequences when standards aren't met. Through oversight, internal affairs, audits, civilian review boards, and disciplinary processes, accountability helps maintain legitimacy and trust. Immunity would mean protection from liability, liability is legal responsibility for harm, and anonymity is hiding one's identity—none of these capture the duty to own and answer for conduct like accountability does.

5. Which term describes behaviors such as dirty jokes that put women down?

- A. Unwanted Sexual Attention**
- B. Testimonial Evidence**
- C. Empirical Evidence**
- D. Gender Harassment**

This item tests how different forms of gender-based behavior are categorized in workplace harassment policy. Dirty jokes that put women down target a person's gender and foster a hostile environment by demeaning women. That's gender harassment, a form of discrimination focused on insulting or demeaning remarks about a gender rather than on making explicit sexual advances. It creates an uncomfortable atmosphere even if no sexual act or request is involved. Unwanted sexual attention, by contrast, involves explicit sexual advances or coercion, not merely insulting comments about gender. The other two options refer to types of evidence, not to interpersonal conduct or harassment, so they don't describe the behavior in question.

6. Which category includes crime trends, mental health crisis, drug problems, and police legitimacy?

- A. Griggs v. Duke Power Co**
- B. The Challenge of Crime in a Free Society**
- C. Modern problems (4)**
- D. Cybercrime**

This question tests how contemporary policing challenges are grouped. The items—crime trends, mental health crises, drug problems, and police legitimacy—all reflect current, evolving issues that shape how policing is practiced today. Crime trends show shifting patterns that require adaptive strategies; mental health crises affect how officers respond and coordinate with healthcare and social services; drug problems continue to drive enforcement, treatment, and public health responses; and police legitimacy concerns touch on public trust, fairness, and cooperation, which are essential for effective policing in modern society. Together, they fit under a category labeled Modern problems (4). The other options refer to older or more specific topics (a landmark civil rights case, a 1960s crime-policy report, or cybercrime) and don't capture this broad, current set of policing challenges.

7. Which category label is used when there is no injury following police use of a deadly weapon?

- A. Category 1 Injury**
- B. Category 2 Injury**
- C. Category 3 Non Injury**
- D. Category 4 Unknown**

When evaluating use-of-force incidents, the outcome is categorized by whether there are injuries. If a deadly weapon is used but no one is injured, the appropriate label is the Non Injury category. This distinction communicates that the event involved the deployment or display of a deadly weapon without resulting in physical harm to anyone, which is different from cases with injuries or cases where injury status is unknown. The Injury categories capture situations where someone is hurt, with varying severities, while the Unknown category is used when it isn't clear whether injuries occurred. For example, if officers brandish or fire their weapon but no injuries occur, it would be recorded under the Non Injury category.

8. Which Supreme Court case held that an employment practice, if job-related, may be allowed even with discriminatory outcomes?

- A. Roe v. Wade**
- B. Brown v Board of Education**
- C. Miranda v. Arizona**
- D. Griggs v. Duke Power Co**

Disparate impact under Title VII shows that an employment practice can be permissible only if it is job-related and consistent with business necessity, even when its effect is discriminatory. Griggs v. Duke Power Co. is the classic ruling that establishes this standard. In that case, Duke Power required a high school diploma and passing scores on standardized tests for job advancement. Although those requirements were facially neutral, they disproportionately filtered out African American applicants. The Supreme Court held that Title VII requires employers to prove that such requirements are actually related to the job and necessary for the business. Since the company failed to show that the diploma and tests predicted job performance, the policy violated Title VII despite its neutral appearance. This case thus clarifies that discriminatory outcomes cannot be justified by a neutral practice unless the employer demonstrates clear job-relatedness and business necessity. The other listed cases address abortion rights, school desegregation, and police interrogation, not employment discrimination under Title VII.

9. Which mechanism is described as an effort to control police behavior by establishing an external form of review for police misconduct?

- A. Early warning system (EWS)**
- B. Civilian review board**
- C. Proactive unit**
- D. Reactive**

External oversight for police misconduct means an independent body outside the police department reviews complaints and investigations. A civilian review board fits this description because it's typically made up of community members who examine cases, assess how investigations were handled, and can make recommendations or require corrective actions. This setup provides transparency and public accountability by ensuring that community voices have a say in misconduct matters, beyond internal police processes. In contrast, an early warning system is an internal program that flags concerning patterns in an officer's behavior to trigger supervisory intervention before misconduct occurs; its aim is prevention within the department, not external review.

10. Which concept refers to the officer's mere presence being enough to control a situation?

- A. Physical force**
- B. Verbalization**
- C. Mere presence**
- D. Command voice**

The idea being tested is the power of an officer's mere presence to influence a situation. When a police officer is visible—uniformed, standing confidently, and in a calm, ready posture—people perceive that authority is nearby and that intervention could occur if needed. This perception often deters or defuses actions, allowing the scene to be controlled without any physical contact or explicit commands. It's a noncontact form of influence that relies on legitimacy and the expectation of possible enforcement, which can calm everyone involved and create time to assess and de-escalate. This differs from using physical force, which requires actions that physically constrain or harm, and from verbal techniques like giving directions or issuing a command voice, which rely on words to gain compliance. The key concept here is the presence itself acting as a deterrent and stabilizing force.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://policiesociety3.examzify.com>

We wish you the very best on your exam journey. You've got this!

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