

## **Automatic Disqualifiers for Police Applicants – April 2024**

### **Drug Use:**

- Within 5 years of the application date, use without a prescription any of the drugs that are considered controlled substances under the Ohio Revised Code with the following exceptions:
- Use of inhalants, designer drugs, or hallucinogens within 5 years of the application date.
- Any illegal manufacture, sale, distribution, or delivery of any drug of abuse, marijuana or prescriptive drug as an adult.
- Any illegal use or purchase of steroids (oral or injected) within three years of the application date.
- Any illegal use or purchase of marijuana within two years of the application date.
- Use at any time of methamphetamine, heroin, cocaine, PCP, psilocybin mushrooms, opium or morphine, fentanyl or any injected controlled substance will be an automatic disqualification.

### **Driving Record:**

- Any OVI conviction, diversion, expungement or breath test refusal in the past three years
- More than one OVI conviction
- Any driver's license suspension in the last two years not including FRA

### **Credit History:**

Applicants with an unstable credit history. This includes a consistent history of issuing insufficient checks, a history of delinquent payments, or a failure to meet financial obligations. An applicant's credit history will be reviewed on a case-by-case basis to determine his/her continuing eligibility in the hiring process.

### **Work History**

Applicants who do not demonstrate maturity, dependability, integrity, and good work ethic in their past and present employment. An applicant's employment history, since age 18 must not indicate instability in the applicants employment history, including excessive tardiness or

absenteeism, inefficiency, failure to follow directions, policies, procedures, rules and regulations, poor working relationships, or negligent work habits.

### **Criminal History**

- Any pattern of theft offenses, within the last five (5) years, which cumulatively exceeds \$1,000.00.
- Any theft offense within the last five (5) years, which singularly is equal to a felony.
- Any fraudulent insurance claims or fraudulent applications for welfare, workers compensation, unemployment compensation or other public assistance programs.
- Any admission or conviction of an offense, as an adult, defined as a felony by the federal, state or local law of the jurisdiction where the offense occurred.
- Any admission or conviction of an offense, as a juvenile of a violent felony as defined by the federal, state or local law of the jurisdiction where the offense occurred.
- Any conviction of a M-1 or M-2 misdemeanor as defined by the federal, state or local law in the jurisdiction where the offense occurred, as an adult in the last three years or more than one M-1 or M-2 conviction as an adult or juvenile. (Does not include traffic or minor misdemeanors.)
- Any admission of an offense for carrying a concealed weapon within the last five (5) years if it is defined as a felony by the federal, state or local law where the offense occurred.
- Any pattern of theft offenses from an employer or during the course of employment as an adult.
- Reduction of charges as a result of a plea agreement or other forms of sentencing disposition prior to a conviction in any of the aforementioned criminal and driving history categories.

### **Other**

- Dishonorable discharge from any military service
- Untruthfulness and/or intentional withholding of information on any application, interview, or paperwork associated with the position.

- Tattoos located on the hands, neck, face scalp or head may disqualify an applicant at the discretion of the Chief. Any tattoo that is offensive in nature regardless of location.
- Any body mutilations including plug or gauge style ear stretchers, at the discretion of the Chief
- Any history of racist, sexist, homophobic, or other offensive behavior or social media postings.
- Any deviant sexual behavior.

***This is not intended to be an exhaustive list of background disqualifiers.***