

APPLICANT DISQUALIFYING CRITERIA

Applicants are not eligible for employment consideration unless they meet high standards. Certain events may be grounds for disqualification. Applicants should not construe this list as the only reasons for disqualification. The majority of this list pertains to adult actions and not juvenile.

Disqualifying Criminal Conduct:

- ❑ *Felonies:* Any applicant convicted as an adult in court of a felony or attempted felony, conspiracy or solicitation of a felony, including but not limited to: treason, murder, voluntary manslaughter, rape, robbery, arson, burglary, kidnapping, and/or any other felony that involves physical force, the threat of physical force or crimes of dishonesty **will** be disqualified.
- ❑ *Misdemeanors:* Any applicant convicted as an adult of a misdemeanor offense in court within seven (7) years of the date of application **may** be disqualified. Any applicant convicted as an adult of two (2) or more misdemeanors **will** be disqualified.
- ❑ *Drugs (excluding marijuana):* Any applicant that has made use of a prohibited substance or abuse of a controlled substance **may** be grounds for disqualification. Any applicant convicted as an adult in court for possession and/or sale of narcotics, dangerous drugs, or hallucinogens or any other controlled substance or drug of abuse that relates to job performance or an attempt, conspiracy or solicitation to commit such a criminal act **will** be disqualified. **Any applicant admitting to using drugs of any type during academy training or the selection process will be disqualified.**
- ❑ *Marijuana:* Any applicant convicted as an adult in court for the possession of marijuana **may** be disqualified. Any applicant convicted as an adult in court for the sale of marijuana, or an attempt, conspiracy, or solicitation to commit such a criminal act **will** be disqualified.
- ❑ *Sex Offenses and Acts of Violence:* Any applicant convicted in court of a sex offense as defined in Chapter 2907 of the Ohio Revised Code, or an offense of causing or threatening to cause bodily harm as defined in Chapter 2903 of the Ohio Revised Code, or an attempt, conspiracy or solicitation to commit such a criminal act **will** be disqualified.
- ❑ *Guns, Concealed Weapons, and Dangerous Ordnance:* Any applicant convicted as an adult in court for violating or attempting to violate any gun control ordinance, carrying any concealed weapon, or possession of any dangerous ordnance **may** be disqualified.

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- *Traffic Offenses:* Any applicant convicted as an adult in court in the last five (5) years for any of the following **may** be disqualified:
 - Driving while impaired by drugs or alcohol
 - Vehicular homicide
 - Leaving the scene of an accident
 - Reckless operation of a motor vehicle
 - Revocation or suspension of driving privileges on two (2) or more occasions
 - Revocation or suspension during applicant process

- Any applicant with six (6) or more points on their current record **may** be disqualified.

- Any applicant without a valid Ohio driver's license will **not** be eligible for appointment as a sworn employee.

- Any applicant who has paid or accepted a bribe or favor to cover or hide any criminal offense, acted in any manner to prevent discovery and/or apprehension of any criminal by any duly constituted law enforcement agency, or was involved in any plan or attempt to accomplish any of the above **may** be disqualified.

Disqualifying Employment-Related Conduct:

- Any applicant discharged within five (5) years of the date of application from previous employment for insubordination, serious misconduct on the job, unexcused absenteeism, or tardiness **may** be disqualified.

- Any applicant suspended, reprimanded, or disciplined by previous employers within the past five (5) years for insubordination, misconduct on the job, unexcused absenteeism, tardiness, inefficiency, or neglect of duty on two (2) or more occasions **may** be disqualified.

- Any applicant released from or having admitted to pilferage or thefts of cash, goods, or services from previous employment **may** be disqualified.

Miscellaneous Disqualifying Conduct:

- Any applicant failing to obey or honor any court ordered judgments including, but not limited to: Alimony or support payments or having failed to pay any fine imposed by a court of record **may** be disqualified.

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- Any applicant receiving other than an honorable discharge from any of the United States military services for reasons that are job related **may** be disqualified.
- Any applicant who has made intentional false alarm to a police agency **may** be disqualified.
- Any applicant who is currently a member of any organization that advocates crime or the violent overthrow of the United States government **will** be disqualified.
- Any applicant who admits to a current pattern of alcohol, drug abuse, or illegal gambling within the past two (2) years **will** be disqualified (i.e., conduct that is predictable, repetitive, or a continuing activity.)
- Any applicant who has made false statements or purposely omitted information on the application or during the selection process **will** be disqualified.