



THE FOLLOWING ELEMENTS WILL RESULT IN IMMEDIATE DISQUALIFICATION.

* Classification as an **UNACCEPTABLE DRIVER**; defined as one who, during the previous five (5) year period, has received:

1. A conviction for one (1) of the following {or a second conviction ever}:
 - Vehicular homicide.
 - Leaving the scene of an accident.
 - Willfully eluding or fleeing a police officer after a traffic violation.
2. Two (2) or more chargeable or "at fault" accidents, the nature and severity of the accident to be taken into account.
3. Three (3) moving violations for which a total of six (6) or more points were received.

*Or any of the following will result in **IMMEDIATE DISQUALIFICATION**:

1. **CONVICTION OF:**

- A FELONY in the State of Ohio, or an offense in another state that would be a felony if committed in the State of Ohio.
- Any offense involving MORAL TURPITUDE.
- A SEX CRIME (as defined by ORC 2907)

Examples (but not limited to):

- ✓ Unlawful sexual conduct with a minor.
- ✓ Sexual Imposition.
- ✓ Public Indecency.
- ✓ Voyeurism.
- ✓ Procuring.
- ✓ Solicitation.
- ✓ Loitering to engage in solicitation.
- ✓ Prostitution.
- ✓ Exposing juveniles to harmful materials.
- ✓ Deception to obtain matter harmful to juveniles.



Disqualification Criteria / page 2.

- CONTRIBUTING TO THE DELINQUENCY OF A MINOR.
 - PROVIDING FIREARMS TO A MINOR.
 - An offense involving the unlawful use, sale, manufacture, production or possession of a controlled substance.
 - An offense involving the unlawful use, sale, manufacture, production or possession of prescription drugs.
 - DOMESTIC VIOLENCE or related offenses.
 - OBSTRUCTING JUSTICE.
 - OBSTRUCTING OFFICIAL BUSINESS.
 - RESISTING ARREST.
 - DESTRUCTION OR DAMAGE TO PRIVATE PROPERTY.
 - ILLEGAL USE/INVOLVEMENT WITH FIREARMS.
 - INDUCING PANIC.
 - IMPERSONATING AN OFFICER/FIREFIGHTER.
 - MISCONDUCT AT AN EMERGENCY.
 - FRAUD.
 - TELEPHONE HARASSMENT.
 - FILING FALSE POLICE REPORT.
 - THEFT.
 - MENACING.
 - RECEIVING STOLEN PROPERTY.
2. Has a criminal proceeding pending or is under investigation for a crime.
 3. Being a registered SEX OFFENDER.
 4. Repeated incidents involving alcohol use or abuse.
 5. Involvement with STREAKING or MOONING activities within 5 years.
 6. MASTRUBATION when there is the possibility of view by public.
 7. Involvement with VOYEURISM.
 8. Involvement with any aspect of **ILLEGAL** PROSTITUTION.
 9. Maintains an on-going relationship with individual(s) who are reputed to be involved in recent or current felonious activity.
 10. Any violation of public trust while previously employed in law enforcement/firefighting or other public or government service.
 11. An affiliation with, and/or support of, any organization or group which advocates the overthrow of the State or of the United States Government, or whose professed goals are contrary to the interests of public safety and welfare.



12. Alcohol or controlled substance abuse which has hampered job performance at any time during the five years immediately preceding the date of application.
13. Deceptive results of a polygraph or CVSA examination regarding the applicant's background.
14. Evidence that the applicant has willfully provided false or misleading information at any time during the application process, in his/her written application, oral interview or Personal History Statement, or has cheated during any testing in the application process.
15. Any conclusion brought about by the investigation that indicates the applicant is unsuited for police/firefighting work.
16. Prior termination for cause from a law enforcement or firefighting agency.
17. Separation from any branch of the United States Armed Forces with a GENERAL DISCHARGE or LESS THAN HONORABLE conditions or for reasons of unsuitability or misconduct AND with the ineligibility of re-enlistment.
18. A conclusion by any physician, psychiatrist or psychologist which questions the applicant's suitability to perform the duties of a police officer/firefighter.
19. Drug usage (see DRUG USEAGE DISQUALIFICATION attachment).

A Candidate MAY BE disqualified if the Background Check and/or polygraph test reveals "traits of an undesirable employee" as evidenced by, but not limited to, convictions, arrests, or reported/learned involvement in the following listed factors. Consideration will be made on a CASE BY CASE BASIS.

1. Commission of undiscovered crimes.
2. ASSAULT or other act of physical violence.
3. SECOND OFFENSE OF USE OF FIREWORKS.
4. Being on PAROLE or PROBATION for any criminal matter.
5. Events of delinquency as a juvenile.
6. Unfavorable recommendations from past/present references, employers, creditors, landlords, or neighbors.
7. A demonstrated lack of financial responsibility.
8. A history of sporadic or inconsistent employment.
9. Involvement in criminal or questionable activities, whether or not arrested.
10. Questionable character or fortitude.
11. Inability to control temper.
12. Personal reputation.
13. Inability to accept responsibility.
14. Previous employee history, to include (but not limited to):
 - ✓ Abuse of sick time.
 - ✓ Disciplinary record.



- ✓ Work ethics/quality.
- ✓ Punctuality and dependability.
- 15. Any other factor or combination of factors, which would limit, or prohibit, the applicant's suitability to perform the duties of a police officer/fire fighter.
- 16. Drag racing.
- 17. Driving while under the influence of alcohol or drugs.
- 18. Driving under suspension.
- 19. Failure to maintain Financial Responsibility (insurance).
- 20. Any combination of one (1) chargeable or "at fault" accident and two (2) moving violations.
- 21. Marijuana Usage

DRUG USAGE DISQUALIFICATIONS

Any ILLEGAL use of a controlled substance within the listed time limits preceding the date of application:

- Schedule 1 Drugs (as defined in Ohio Revised Code) EVER.
Examples (but not limited to):
 - Ecstasy
 - LSD/Acid
 - Heroin
 - Mushrooms
 - Psychedelic Drugs
 - Club Drugs
 - Rohypnol
 - PCP - Angel Dust
 - Bath Salts
- Schedule 2 thru 5 Drugs (as defined in Ohio Revised Code)5 years.
Examples (but not limited to):
 - Cocaine
 - Opium
 - Ketamine
 - Amphetamines
 - Oxycodone
 - Anabolic Steroids
 - Morphine
 - Fentanyl
 - Valium



- Methamphetamines
- Hydrocodone with aspirin/acetaminophen
- Adderall
- Ritalin
- Methadone

Disqualification Criteria / page 5.

- Barbiturates
- Cough Suppressants with Codeine
- Inhalants.....5 years.
Examples (but not limited to):

- Whippets
- Paint
- Solvents
- Nitrates
- Propellant gases
- Toluene

Drug usage disqualifications / page 2.

NOTE: Consideration **MAY** be given on a case by case basis in circumstances of marijuana use and isolated use of certain Schedule 2 – 5 drugs as verified in the polygraph questionnaire.

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