



### ***Disqualifying Criminal Conduct***

- **Felonies:** All applicants who have been convicted in court of a felony or the attempt, conspiracy or solicitation of a felony, including but not limited to, treason, murder, voluntary manslaughter, rape, robbery, arson, burglary, kidnapping and any other felony that involves physical force or
- **Misdemeanors:** All applicants who have been convicted of a misdemeanor offense in court within five (5) years of the date of application may be disqualified. All applicants convicted of two (2) or more misdemeanors will be disqualified.
- **Drugs (excluding marijuana):** Any use of any prohibited substance or abuse of a controlled substance may be grounds for rejection. All applicants who have been convicted in court of the 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.
- **Marijuana:** All applicants who have been convicted in court for the sale of marijuana, or an attempt, conspiracy or solicitation to commit such a criminal act, will be disqualified. All applicants who have been convicted in court for the possession of marijuana may be disqualified. All applicants who have used marijuana during the selection process will be disqualified.
- **Sex Offenses and Acts of Violence:** All applicants who have been convicted in court of a sex offense as defined in Chapter 2907 of the Ohio Revised Code, or an offense of causing or threatening 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 Ordinance:** Any applicants who have been convicted in any federal, state or municipal court of violating any gun control ordinance, carrying any concealed weapon, or possession of any dangerous ordinance, may be disqualified. Any attempt to violate any law, statute, or regulation to the above may be grounds for rejection.
- **Traffic Offenses:** All applicants who have been convicted in the last five (5) years in any court of competent jurisdiction of any of the following offenses will be disqualified: driving while impaired by drugs or alcohol, vehicular homicide, leaving the scene, reckless driving, or revocation or suspension of driving privileges on two (2) or more occasions. Any applicant

currently under suspension or revocation of driving privileges will be disqualified. Any applicant with (4) or more points on their current record may be disqualified. No applicant will be eligible for appointment as a sworn employee unless that person possesses a valid Ohio driver's license.

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.

All applicants who have made false statements regarding any material matter during the selection process or have omitted any requested material information on the questionnaire, or who have cheated during any portion of the selection process will be disqualified.

#### **Disqualifying Employment-Related Conduct**

- All applicants who within five (5) years of the date of application have been discharged from previous employment for insubordination, serious misconduct at job, unexcused absenteeism, or tardiness, may be disqualified. All applicants who within the past five (5) years have been suspended, reprimanded, or disciplined for insubordination, misconduct on the job, unexcused absenteeism, tardiness, inefficiency, or neglect of duty on two (2) or more occasions, may be disqualified.
- Pilferage or thefts of cash, goods, or services from a place of employment may be cause for disqualification.

#### **Miscellaneous Disqualifying Conduct**

- All applicants who have failed to obey or honor any judgments entered by a court of record, including, but not limited to, alimony or support payments, or have failed to pay any fine imposed by a court of record, may be disqualified.
- All applicants who have been dishonorably discharged from the United States military service.
- All applicants who have made any intentional false alarm to any police agency may be disqualified.
- All applicants who admit a current pattern of alcohol, drug abuse or illegal gambling within the past twenty-four (36) months will be disqualified (i.e., conduct that is predictable, repetitive or continuing activity).
- Any applicant who has paid or accepted a bribe or favor to cover or hide any criminal offense, or 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.
- All applicants with an unstable work history may be disqualified i.e. including short terms of employment over the applicants employment history; has a history of employment in an illegal occupation.
- All applicants who have demonstrated a failure to pay just debts. Applicants will be considered on a case-by-case basis due to the number of variables involved. Factors that will be considered include type and number of debts, repeated occurrences of issuing bad checks without sufficient

funds, reasons for bad credit, extenuating circumstances, and the potential for the credit-related problems impacting the applicants judgment and integrity.

- All applicants who admit during the selection process to committing any of these offenses listed above may be disqualified as though they had been convicted.

I have read and understand the above disqualifying criteria

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_