DISQUALIFICATION CRITERIA

A HONESTY / FALSIFICATION

1. At any stage of the background investigation process, the candidate fails to disclose or acknowledge the use of any illegal drugs, and at a subsequent stage in the process, the candidate admits to the use of an illegal drug.

2. At any stage of the background investigation process, the candidate provides substantially inconsistent responses as to the frequency, amount, or type of illegal drugs used by the candidate as an adult.

3. At any stage of the background investigation process, the candidate fails to disclose or acknowledge any disqualifying behavior or activity on the part of the candidate, as an adult, relative to, and governed by, any of the background removal standards.

4. Failure or refusal to answer or respond to oral or written questions during any phase of the selection process.

5. Any attempt to distort the polygraph examination results.

6. Use or attempted use of political influence to secure employment.

For purposes of this standard, and the Background Removal Standard, the use of drugs occurs when an candidate smokes, puffs, ingests, tastes, injects, inhales, or otherwise tries, any illegal drug, including but not limited to, marijuana, cocaine, anabolic steroids, or chemical inhalants.

B FAMILY HISTORY

1. Verified or admitted physical or emotional abuse of candidate’s spouse, ex-spouse, child, stepchild, parent or any other relative or person with whom one lives or has a relationship within ten (10) years.

2. Non- compliance with a court order or legal contract to provide child support, alimony or other financial responsibility as determined by the appropriate support enforcement bureau or a court of law within the proceeding five (5) years.

3. Violation of any protective or temporary restraining order as determined by a court of law within seven (7) years.

4. Verified or admitted sexual abuse of the candidate’s spouse, ex-spouse, child,
stepchild, parent or other relative or person with whom one lives or has a relationship.

C EMPLOYMENT

1. Three (3) or more involuntary terminations and / or discharges from employment within the last five (5) years. This does not include terminations resulting from a business ceasing operation, or resulting from being laid off from a position of employment.

2. Discharge or resignation in lieu of discipline from any criminal justice occupation.

D MILITARY HISTORY

1. Dishonorable discharge from military service.

2. Conviction of any article of the Uniform Code of Military Justice that would be equivalent to a felony under the Ohio Revised Code (ORC).

E TRAFFIC HISTORY

1. Any conviction of vehicular homicide shall permanently eliminate a candidate from consideration.

2. OVI:
   Conviction within the last five (5) years, or
   More than one (1) OVI conviction as an adult; or
   More than two (2) OVI convictions, if one of the convictions was a juvenile

3. Four (4) moving violations in the past three (3) years as an adult.

4. At the time of the interview or polygraph, the candidate does not possess a valid driver’s license and auto insurance as required by the residence state.

5. One (1) revocation or suspension of a driver’s license as an adult, in effect during the past five (5) years, due to a points violation, or Financial Responsibility Act Violation or by a court.

Note: As long as a candidate’s license has been cleared and reinstated by a BMV, then court suspensions do not include suspensions resulting from a candidate’s failure to timely pay a traffic fine.
F **GAMBLING**

*Note:* The term “Gambling Offense” shall include any activity defined as gambling by a federal, state, local statute or ordinance in the jurisdiction where the activity occurred.

1. Conviction of a gambling offense within the last five (5) years.

2. Admission to gambling that has resulted in an unstable financial or credit history within the last seven (7) years.

3. Conviction of, or admission to, engaging in the promotion of illegal gambling activity where the candidate gained a financial benefit.

G **CRIMINAL ACTIVITY**

1. Any theft offense as an adult.

   *Note:* This standard includes theft of cable services, if the theft occurred in the last two (2) years.

2. Any fraudulent insurance claims or fraudulent applications for welfare, workers compensation, unemployment compensation or other public assistance programs.

3. 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.

4. Any admission or conviction of an offense, as a juvenile of one (1) violent felony as defined by the federal, state or local law of the jurisdiction where the offense occurred.

5. Any conviction of a M-1 or M-2 misdemeanor as defined by the federal, state or local law of the jurisdiction where the offense occurred, as an adult in the last five (5) years or more than one M-1 or M-2 conviction as an adult.

6. Any conviction of more than one (1) M-1 or M-2 misdemeanor as a juvenile, as defined by the federal, state or local law of the jurisdiction where the offense occurred.

   *Note:* Does not include traffic or minor misdemeanors

7. 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 of the jurisdiction where the offense occurred.
8. Any pattern of theft offenses from an employer or during the course of employment as an adult.

H **SUBSTANCE ABUSE**

1. Any use or purchase of illegal drugs (except marijuana) within five (5) years before application or after application.

2. Any use or purchase of marijuana within one (1) year before application or after application.

3. Any pattern of use of illegal drugs, including marijuana within the past seven (7) years.

4. Any illegal sale of drugs of abuse, (marijuana or prescriptive drugs).

5. Abuse of alcohol, chemical agents / solvent-based substances or prescriptive drugs.

I **CANDIDATE NON-RESPONSIVENESS**

1. Failure to appear for any interview

2. Failure to appear for a scheduled polygraph examination

3. Failure to appear for medical testing


5. Failure to respond to phone calls from the background Investigator

6. Failure to respond by given deadlines

7. Unable to locate candidate at address / phone number on file