

## POTENTIAL APPLICANT DISQUALIFIERS

University of South Florida Police Department Officers are entrusted with the responsibility of keeping our community safe for all who work, study, and visit. Ethical and moral behavior by our members is essential to maintain confidence and trust within our community. As a result, it is our responsibility to ensure we hire applicants who meet highly professional standards.

In addition to the successful completion of other hiring requirements, any person who is under serious consideration for employment will be subjected to an intensive background investigation. The objective of this investigation is to assess the quality of a candidate's character and ensure suitability of employment for a university environment. An applicant's past behaviors must reflect favorable character and consistently demonstrate positive traits which support candidacy for employment.

The University of South Florida Police Department maintains a strict policy concerning body ornamentation, markings, or physical appearance modifications. Tattoos and/or piercings that can be covered by the Department's standard issued uniform may not disqualify an applicant from further consideration.

While not inclusive of all considering factors, the following represents criteria which **MAY** temporarily and/or permanently disqualify applicants from further consideration for employment:

### General

1. Failure to truthfully answer every question in the Background Investigation Questionnaire.
2. Failure to pass, Medical, Psychological screening, Physical Agility, and Drug Test screening.

### Operation of a Motor Vehicle

1. Five (5) or more moving violations within three (3) years of date of application. Moving violations for which there is a factual finding of innocence shall not be included.
2. Five (5) or more speeding violations in the comprehensive driving history.
3. Any single instance of a potential life threatening violation, i.e., reckless driving, racing, suspect of a pursuit, etc. within three (3) years of date of application.
4. Involvement as a driver in three or more chargeable (at fault) collisions within three (3) years of date of application.
5. Any driver's license suspension in the last three (3) years.

Note: Suspensions for financial responsibility will be subject to review.

6. A conviction for driving under the influence of alcohol and/or drugs within five (5) years of date of application, or any two (2) convictions for driving under the influence of alcohol and/or drugs in the comprehensive driving history.

### **Integrity**

1. Any material misstatement of fact, omission of information, or significant admission during the application, or background investigation process, including inconsistent statements made during all phases of the hiring process (to include the polygraph examination\*), or discrepancies between the background investigation and investigations conducted by this or other law enforcement agencies.

\*Discrepancies noted during the polygraph examination will be further explored if the applicant continues progression in the selection process.

2. Use of behavioral or other "countermeasures" in an attempt to defeat the polygraph examination.
3. Any forgery, alteration, or intentional omission of material facts on an official employment application, associated document, or repeated episodes of academic dishonesty.
4. Admission(s) of administrative conviction or criminal convictions for any act amounting to assault or any other violation of federal or state civil rights laws while under color of authority as a criminal justice employee.
5. Any admission(s) of administrative conviction or criminal conviction for failure to properly report witnessed criminal conduct committed by another law enforcement officer or criminal justice representative.
6. Discharged, or resigned to avoid discharge, from any position within a criminal justice agency for disciplinary reasons.
7. History of sustained Internal Affairs complaints or behavior that indicates poor conduct.
8. Falsifying documentation of law enforcement certification.
9. Dishonorably discharged from any military service.

### **Credibility**

1. Conviction for any criminal offense classified as, or equivalent to, a misdemeanor under Florida law within five (5) years of the date of application.
2. Adult conviction for two (2) or more offenses classified as, or equivalent to, a misdemeanor offense under Florida law within five (5) years of the date of application.

3. Conviction for any offense classified as, or equivalent to, a misdemeanor under Florida law while employed as a peace officer (including military police officers) within five (5) years of the date of application.
4. Conviction or admission(s) of having committed any act classified as, or equivalent to, a felony under Florida law within five (5) years of date of application, or at any time while employed as a criminal justice representative (including military police officers).
5. Admission(s) of administrative conviction of any act while employed as a criminal justice representative (including military police officers) involving lying, falsification of any official report or document, or theft.
6. Conviction or admission(s) of any act of domestic violence as defined by law, committed as an adult.
7. Conviction or admission(s) of any criminal act, whether misdemeanor or felony, committed against children.

Exception: Acts of consensual unlawful intercourse accomplished between two minors shall not be included, unless more than four (4) years difference in age existed at the time of the acts.

8. Existence of current criminal charges for which a disposition is pending, or if the applicant is on probation or parole.
9. Applicant has been on probation within five (5) years of date of application.
10. Any history of actions resulting in civil lawsuits against the applicant or his/her current or former employer(s) as a result of the applicant's actions, will be subject to review, but may be disqualifying depending upon the circumstances.
11. Prohibited by the state to own or possess firearms or ammunition.

### **Dependability**

1. Missing any scheduled appointment during the hiring process without prior permission. Failure to keep appointment(s) or provide documentation related to the hiring process. At least 24-hour prior notice for rescheduling of appointments is required to avoid disqualification, unless otherwise specified.
2. Having been disciplined by any employer (including military) for abuse of leave, gross insubordination, dereliction or neglect of duty, or persistent failure to follow established policies and regulations.

3. Having been involuntarily dismissed (for any reason other than layoff) from two or more employers as an adult.
4. Having held more than seven (7) paid positions with different employers within the past five (5) years, or more than fifteen (15) paid positions with different employers in the past ten (10) years (excluding military).
5. Having undergone personal bankruptcy more than once; having current financial obligations for which legal judgments have not been satisfied; or any other history of financial instability.
6. Resigning from any paid position without notice.
7. Having any outstanding warrant of arrest at time of application.

### **Personal Sensitivity**

1. Having been disciplined by any employer (including the military), or any criminal justice training facility, for acts constituting racial, ethnic or sexual harassment or discrimination.
2. During the hiring process for this agency, uttering any epithet derogatory of another person's race, religion, gender, national origin or sexual orientation.
3. Having been disciplined by any employer for fighting in the workplace.
4. Membership, association, or other affiliation with any group which advocates the denial of civil rights to any person or group.

### **Illegal Use or Possession of Drugs**

1. Use or possession of any illegal drug that constitutes a felony within ten (10) years of the date of application (excluding marijuana/cannabis).
2. Use or possession of marijuana/cannabis within one (1) year of the date of application.
3. Any use of a legal or illegal substance (including the use of prescription medications), for the purpose of impairment or to "get high," within three (3) years of the date of application.
4. Any illegal use or possession of a drug while employed in any criminal justice capacity (including military police).

5. Any adult manufacture or cultivation of a drug or illegal substance.
6. Failure to divulge to the police department during the background investigation any information about personal illegal use or possession of drugs; including the use of marijuana or synthetic substances.
7. Any drug test of the applicant, during the course of the hiring process, where illegal drugs are detected.