



# Background Removal Standards for Police Officers



Unless otherwise noted, standards that reference a time frame will be calculated from the date the eligible list was established.

A. **Honesty/Falsification** – Applicants may be removed from the eligibility list for any of the following reasons:

1. At any stage of the background investigation process, the applicant provides deliberate falsehood(s).
2. Attempt to conceal derogatory information, other false information, actions, and/or involvement with any actions, which would normally be considered as disqualifying in nature.
3. A series of “less falsehoods” in any other non-specific area of applicant conduct.
4. The deliberate attempt to distort/falsify any CVSA or PSE interview/test to include operator determination of deception in one or more areas of concern.

B. **Family History** - Applicants may be removed from the eligibility list for any of the following reasons:

1. Failure to provide proper support for a family member for whom there exists a legal responsibility.
2. Failure to comply with any mandated provisions of a court of domestic relations as it relates to child support.
3. Any record of abuse of children, assault or sexual, as well as, spousal abuse categories and violations of TPOs.
4. Failure to provide support for one’s family as ordered and decreed by any court of competent jurisdiction.
5. Abuse categories as they relate to spouses, children, or family members of whom there exists a custodial care relationship; either by assault or sexual, SHALL BE CAUSE for

non-consideration for recommendation for appointment.

C. **Employment** – Applicants may be removed from the eligibility list for any of the following reasons:

1. A past history of public employment or employment within the public trust, which would tend to show a violation of that public trust to include illegal, unethical, immoral, and/or any other “higher standard” level of expectation as it relates to such employment.

D. **Ethics/Character/Morals** – Applicants may be removed from the eligibility list for any of the following reasons:

1. Having a past history which would tend to support a question of trust or lack of trust; as it affects an applicant’s overall ability to associate with people, status of employment, or associates. Inability to maintain a level of trust or ethical relationships.
2. Having a past history which would indicate involvement with facets of prostitution; promoting, procuring, compelling, soliciting, engaging, or any other like offenses.
3. Sexual relationships with children, molestation, importuning or voyeurism, any indications of public indecency on a continuing level, incest or any other act(s).

E. **Traffic** – Applicants may be removed from the eligibility list for any of the following reasons:

1. Having more than two (2) moving violations within a preceding twelve month period prior to application; or having been placed under revocation as a result of the Suspension Points System; or the conviction to include any subsequent reduction of charges of driving while intoxicated, or a six point violation history in the twenty-four month period preceding application; WILL CAUSE unfavorable consideration for recommendation for appointment. ORC 2953.32(D)
  2. Having a history of accident involvement which would tend to show a lack of defensive driving skills and/or the inability to demonstrate a level of automobile operations commensurate with the position of police officer.
- F. Criminal Activity** – Applicants may be removed from the eligibility list for any of the following reasons:
1. Includes any thefts patterned or ongoing in nature; or thefts from employers considered serious in nature; or ANY THEFT ACTIVITY while in a position of trust, may cause non-consideration for recommendation for appointment.
  2. Includes any convictions, admissions, and substantiated allegations/violations for any crime for which the penalty (classified as a Misdemeanor Level Crime under the Ohio Revised Code, or the Lima City Code), is classified as serious in nature and/or repetitive violations of a less serious nature. ORC 2983.32(D)
- G. Substance Abuse** – Applicants may be removed from the eligibility list for any of the following reasons:
1. **NARCOTICS/HALLUCINOGENS:** Having a past history that would tend to demonstrate past use, addiction, patterned abuse, etc., to hard narcotics such as morphine, codeine, dilaudid, Demerol, heroin, cocaine, crack, or crank; or a demonstrated like past in the use of hallucinogens such as marijuana, hashish, THC, PCP, LSD, and/or any of their derivatives or like hallucinogenic substances. This abuse category also includes the use of synthetic substances and their counterparts.
  2. The use, even one (1) occasion, of heroin, cocaine, LSD, crack, crank, or PCP; SHALL permanently preclude favorable consideration for recommendation for appointment.
  3. The use of marijuana in its most common form is limited to twenty (20) AGGREGATE USES within their past, and no use whatsoever within the two (2) years preceding their application for employment. Other forms of drugs and narcotics should be weighed within the auspices of the preceding parameters.
  4. Admitted activities, convictions, proved allegations, etc., SHALL BE cause for unfavorable consideration for recommendation for appointment.
- H. Applicant non-responsiveness** – Applicant may be removed from the process for any of the following reasons:
1. Failure to appear for or complete any required step in the selection process or any act of non-compliance.
  2. Unable to locate at address/phone number on file.
  3. Applicant is no longer interested in employment with the Department.
  4. Any history of racial, ethnic or social intolerance.
  5. Dishonorable military discharge.