

**Background Removal Standards for
Police Officers and
911 Emergency Communications Employees**

A. Falsification and Omissions – Applicants will be removed from the eligibility list for any of the following reasons:

1. At any stage of the background investigation process, the applicant provides substantially inconsistent responses regarding illegal drug(s) or alcohol used or purchased by the applicant, as an adult.
2. At any stage of the background investigation process, the applicant fails to disclose or acknowledge any disqualifying behavior or activity on the part of the applicant, as an adult, relative to, and governed by, any of the Background Removal Standards or provides false information on documentation or to background personnel.
3. Failure or refusal to answer or respond to oral or written questions during any phase of the selection process.
4. Any attempt to distort the polygraph examination results.

For purposes of this standard, and Background Removal Standard G., the “use” of drugs occurs when an applicant 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. Personal and Relational History – Applicants will be removed from the eligibility list for any of the following reasons:

1. A conviction of a misdemeanor crime of domestic violence involving use of force or threatened use of a deadly weapon is a permanent disqualifier under Federal laws.
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 preceding three (3) years.
3. Intentional 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 as an adult of one's spouse, ex-spouse, child, stepchild, parent, or other relative or person with whom one lived or has an intimate relationship.
5. Verified or admitted physical abuse as an adult within the last seven (7) years of one's spouse, ex-spouse, child, stepchild, parent, or other relative or person with whom one lived or has an intimate relationship.

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

1. Five (5) or more involuntary terminations and/or discharges from employment within the last five (5) years. This shall not include terminations resulting from a business ceasing operations, or resulting from being laid off from a position of employment.
2. Post-probationary termination or resignation in lieu of discipline from any criminal justice occupation.

D. Military History – Applicants will be removed from the eligibility list for any of the following reasons:

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 – Applicants* will be removed from the eligibility list for any of the following reasons:

1. Any conviction of vehicular homicide shall permanently eliminate an applicant from consideration.
2. Driving under the influence of alcohol or drugs:
 - a) Conviction within the past five (5) years, or
 - b) More than one (1) OVI conviction as an adult; or
 - c) More than two (2) OVI convictions, if one (1) of the convictions was as a juvenile.
3. Four (4) moving violations in the past four (4) years as an adult.

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F. Criminal Activity – Applicants will be removed from the eligibility list for any of the following reasons:

1. Any pattern of theft offenses, within the last five (5) years, which cumulatively exceeds \$1,000.00.
2. Any theft offense within the last five (5) years, which singularly is equal to a felony.
3. Any fraudulent insurance claims or fraudulent applications for welfare, workers' compensation, unemployment compensation, or other public assistance programs in excess of \$1,000.00.
4. 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. An admission of a felony offense would be disqualifying unless otherwise addressed by these standards.
5. Any admission or conviction of an offense, as a juvenile of one (1) violent felony as defined by the federal, state, or local law in the jurisdiction where the offense occurred.
6. Any conviction of a misdemeanor offense of violence as defined by O.R.C. 2901.01(A)(9) or equivalent federal, state, or local law in the jurisdiction where the offense occurred, as an adult in the last five (5) years. More than one conviction of a misdemeanor offense of violence as an adult is permanently disqualifying.
7. Any conviction of more than one (1) misdemeanor offense of violence as a juvenile, as defined by O.R.C. 2901.01(A)(9) or equivalent federal, state, or local law in the jurisdiction where the offense occurred.
8. Any admission of an offense for carrying a concealed weapon within the last five (5) years if it is defined as a felony by any federal, state, or local law in the jurisdiction where the offense occurred.
9. Any pattern of theft offenses from an employer or during the course of employment as an adult.
10. Disapproval for LEADS access by OSHP-LEADS Administrator.

G. Illegal Substances – Applicants will be removed from the eligibility list for any of the following reasons:

1. Any use or purchase of drugs of abuse (except marijuana) within three (3) years. Drugs of abuse include chemical agents/solvent-based substances and prescription drugs taken for reasons other than intended use, in more than one incident and without a prescription, especially Schedule I, II, and III drugs (excluding marijuana).
2. Any illegal manufacture or sale of drugs of abuse, marijuana, or prescriptive drugs. However, if the substance was sold without profit to the applicant, the amount sold was de minimus, the sale(s) occurred when the applicant was a juvenile, or the action occurred more than five (5) years ago, then the above Rule shall be negated.

For the purposes of this standard, the “purchase” of illegal drugs (other than marijuana) include those purchases made by pooling of resources or money by the applicant and others for substances for their own use.

H. Hate Group Affiliation – Applicants* will be removed from the eligibility list for the following reason:

1. Affiliation, as defined in Columbus City Code Chapter 1943.01, with any group that advocates for violence or the commission of crimes against a group of persons based on their race, ethnicity, nation, religion, disability, gender, gender identity, or sexual orientation.

*The Employment, Traffic Standards, and Hate Group affiliation do not apply to 911 Emergency Communication Employees.

Standards that reference a time frame will be calculated from the date the eligible list was established. All standards are cause for removal for time frames listed and anytime during the selection process.

Note: According to Civil Service Rule VI, applicants may be removed for non-responsiveness.