

# ADDITIONAL DISQUALIFIERS

## Driving Record

Applicants are disqualified for the following as it relates to their driving record:

1. Suspension or revocation of driving privileges within the preceding twenty-four (24) months to academy start date.
2. Applicants must not be on probation for DWI or other traffic offenses.
3. Applicants must not be wanted on outstanding traffic warrants.
4. Applicants must **NOT** have any pending citations.
5. Must not have been convicted of three (3) or more Injurious accidents violations within twenty-four (24) months preceding the date of application, where applicants is at fault.
6. Must show proof of disposition on all citations received (from the court of jurisdiction).
7. Applicants shall **NOT** be on deferred adjudication or waiting to complete driver's safety course.
8. Applicants total driving history will be taken into consideration to show prudent driving record, which shall be approved by the Chief of Police or a representative of his office.

## Polygraph Examination

The following is required of applicants in order to complete the application process:

1. Applicants must demonstrate their veracity in responses to all personal history, employment, criminal activity, and personal habit interrogatories presented in the Personal History Statement. Satisfactory demonstration of this requirement will be based on a polygraph examiner's report of "No Deception Indicated."
2. Applicants whose original polygraph results are found to be other than "No Deception Indicated" may submit to another examination, at the expense of the applicant, within thirty (30) days.

3. Applicants whose polygraph results remain “deception indicated (DI)” or “no opinion (NO)” after two (2) examinations are disqualified and may reapply after one year from the date of disqualification.
4. Applicants disqualified more than one time, under this cause are permanently disqualified.
5. Applicant shall be disqualified if he/ She admits omitting information or lying during the post -test session of the Polygraph.

### **Compliance with Processing Requirements**

The following is required of applicants in order to complete the application process:

1. Applicants are required to complete and satisfactorily meet the employment process requirements. This includes submitting paperwork such as the personal history statement and other documents prior to the designated date, reporting to appointments and examinations on the scheduled dates and times, proper notification of address and/or telephone number changes, and complying with the directions and instructions of the college faculty/staff.
2. Applicants who fail to complete or satisfactorily meet the application process requirements are disqualified.
3. Applicants disqualified under this cause are eligible to reapply six (6) months from the date of disqualification.

### **Employment History**

Applicants are disqualified for the following as it relates to their employment history:

1. Applicants must demonstrate maturity, dependability, integrity, good work ethic, and loyalty to their past and present employers.
2. The applicant’s employment history from age seventeen (17) must not indicate instability in the applicant’s employment history on more than three instances: excessive tardiness or absenteeism; inefficiency; failure to follow directions, policies and procedures, and rules and regulations; poor working relationships; or negligent work habits.

3. Applicants disqualified under the above cause may reapply after one year from the date of disqualification.
4. Applicants must not have been terminated, asked to resign, or resigned from any previous employment for engaging in inappropriate or unlawful behavior, including but not limited to any of the following:
  - a. Theft
  - b. Assault
  - c. Threats
  - d. Any Felony Offense
  - e. Sex Crimes
  - f. Sexual Harassment
  - g. Discriminatory or Retaliatory Acts
  - h. Any offense involving acts of moral turpitude
  - i. Disorderly Conduct or other Breaches of the Peace
5. Applicants disqualified under the above may reapply three (3) years from separation date of the most recent employer for which this cause was grounds for disqualification.
6. Applicants must not have been employed or engaged in any occupation deemed illegal by the state or federal law.
7. Applicants disqualified due to employment in an illegal occupation may reapply after three (3) years from the last date of their illegal employment.
8. Applicants who are under a current internal investigation or who resigned due to an internal investigation process by their employer. Applicant can apply after one year of the investigation is completed by their employer.

**False Statements of Material Fact**

Applicants are disqualified for the following as it relates to false statements:

1. Applicants must be truthful and honest in their responses to all inquiries relative to their suitability for employment.
2. Applicants found to have withheld material information, and/or practiced or attempted to practice any deception or fraud in their application or examination are disqualified.

3. Applicants disqualified under this cause are eligible to reapply after two (2) years from their date of disqualification.
4. Applicants who fail to disclose or omit any information of previous convictions or arrests in their Personal history statement, whether Juvenile or adult section, will be disqualified for six months.

### **Use of Illicit Substances**

Applicants are disqualified for the following as it relates to the use of illicit substances:

1. In order to be deemed suitable, applicants must show no trace of drug dependency or illegal drug use after a physical examination, urine test, blood test, or other medical test designed to detect the presence of controlled substances.
2. Applicants are disqualified if they have:
  - a. Used marijuana, synthetic cannabinoids or any other unprescribed illegal drug for the purpose of recreation or intoxication:
    - i. Any time during the twenty-four (24) months preceding the first day of the police academy.
  3. Used paint, glue or other inhalants for the purpose of intoxication:
    - i. Any time during the twenty-four (24) months preceding the first day of the police academy.
  4. Any time during the twenty-four (24) months preceding the first day of the police academy, used any hallucinogenic drugs, including, but not limited to LSD, STP, or Psilocybin.
  5. Any time during the twenty-four (24) months preceding the first day of the police academy, abused or illegally used prescription medicines for the purpose of intoxication or recreation, whether prescribed to them or another person or otherwise:
  - ~~6.~~ Any time during the twenty-four (24) months preceding the first day of the police academy, used cocaine.

### **Criminal Activity**

Applicants are deemed disqualified if they:

1. Are under indictment for a felony offense.
2. Have a Class A, B, or C Misdemeanor charge pending against them to include traffic violations.
3. Are currently under investigation for, or are considered a suspect in, any criminal offense which if convicted would be a disqualification.
4. Have an outstanding warrant for their arrest for any criminal offense to include traffic warrants.
5. Make an admission to the commission of a Class A or B Misdemeanor while the applicant was seventeen (17) years of age or older with the length of disqualification being three (3) years from the date of occurrence.
6. Are currently living with anyone who is a convicted felon, other than immediate blood related family member; Mother, Father, sisters, brothers, or legally married to the spouse or living with a step child.
7. Have been or are currently on court-ordered community supervision or probation for a Class B misdemeanor within the last 10 years from the date of the court order.
8. Have been arrested for 2 or more class A or B misdemeanor. (Not convictions)  
Applicant may re apply after 2 years of the last arrest.
9. Make an admission to the commission of a felony which occurred while the applicant was seventeen (17) years of age or older. Applicants disqualified under this cause are permanently disqualified until the state of limitation expire.
10. Have permitted, condoned, or assisted in the commission of a felony offense by another which occurred while the applicant was seventeen (17) years of age or older. Applicants disqualified under this cause are permanently disqualified.
11. Admit to the delivery or sale of any substance listed in the Texas Controlled Substance Act or Federal Controlled Substance Act. Whether as a Juvenile or Adult Applicants disqualified under this cause are permanently disqualified.

12. Have been convicted of a Possession of a Controlled Substance offense. Applicants disqualified under this cause are permanently disqualified.
13. Have been convicted of the offenses of Public Lewdness, Indecent Exposure, Disorderly Conduct No. 11 (Tex. Penal Code Ann. § 42.01(a)(11)), or similar offenses. Applicants disqualified under this cause are permanently disqualified.
14. Admit to an act of family violence. Applicants disqualified under this cause are disqualified until statutes of limitation have expired.
15. Have been convicted of family violence.
16. Have ever been or currently on court-ordered community supervision or probation for any criminal offense above the grade of a Class B misdemeanor. Applicants disqualified under this cause are permanently disqualified.

#### **Membership in Prohibited Organizations**

Applicants are disqualified if they currently are, have belonged to, or been closely associated with:

1. Any organization which advocates the overthrow of any level of government in the United States including, but not limited to, Federal, State or local, by force or violence.
2. Any organization which advocates or engages in unlawful conduct directed at individuals or groups based upon the individual's or group's race, sex, religion, national origin, age, skin color, sexual preference, disability, or conduct otherwise commonly known as "Hate Crimes".

Applicants disqualified under this cause are permanently disqualified.

#### **Temperate Habits**

Applicants must demonstrate moderation and self-restraint in their personal, Social Media and public affairs reflecting the high standards required of a professional police officer. Applicants must demonstrate temperance in the use of alcohol and display emotional self-control while portraying respect for others' dignity, privacy, and property. Similarly, applicants must exhibit the absence and avoidance of violent outbursts and extreme partisanship. Applicants disqualified under this cause are not eligible to reapply for a period of eighteen (12) months from the date of disqualification.

Applicants must demonstrate moderation and good judgment in their personal appearance and should project an appearance befitting that of a professional police officer. To that end, body art should not detract from an applicant's personal appearance. Inappropriate body art is a permanent disqualifier.

Applicants may reapply when their appearance is no longer in violation of this disqualification.

1. Inappropriate body art shall be defined as:
  - a. Body art that is obscene or offensive
  - b. Body art that depicts or advocates discrimination based on sex, age, race, national origin, ancestry, citizenship, religion, disability, or sexual orientation
  - c. Body art that depicts or advocates gang affiliation, supremacist or extremist groups, or illegal drug use
  - d. Body art that undermines the professional appearance of a Police Cadet.
  - e. Body Modifications that places an unnecessary safety risk to the police Applicant, such as, but not limited to: Piercing, Ear elongation, implants, etc.
  - f. Tattoos that are visible in any part of the face area, or can not be covered at the neck area, hands and skull.---End of text---