**Reynoldsburg Division of Police - Civil Service Commission**

**Causes for Removal**

**Honesty/Falsification**

Applicants **will** be removed for the following:

1. At any stage of the selection process, the applicant fails to disclose or acknowledge any disqualifying behavior or activity on the part of the applicant relative to, and governed by, any of the Background Removal Standards.
2. At any stage of the selection process, the applicant knowingly provides false, incorrect or inconsistent information.
3. At any stage of the selection process, the applicant fails or refuses to answer or respond to oral or written questions and requests.

Applicants **may** be removed for the following:

1. Failure to completely answer or respond to any questions contained in the PHQ.
2. Any occurrences, incidents, events, conduct or behaviors that would be unacceptable or undesirable for a Police Officer Candidate.
3. A finding of Deception Indicated during the CVSA. A Computerized Voice Stress Analyzer (CVSA) will be administered by a trained and certified examiner. The results will not be used as a single determining factor of employment status.

**Family History**

Applicants **will** be removed for the following:

1. A conviction of any crime of Domestic Violence involving use of force or threatened physical harm.
2. Verified or admitted sexual, physical or emotional abuse of one’s spouse, ex-spouse, child, stepchild, and parent or other relative or person with whom one lives, had a relationship, or has had a relationship.
3. Failure to provide for family/dependents as ordered by the Courts including child support or spousal support, or for which a legal obligation of care exists. Any violation of a CPO (civil protection order) or TPO (temporary protection order) for spousal abuse and/or abuse of children/dependents.

**Employment History**

Applicants **will** be removed for the following:

1. Two or more involuntary terminations and/or discharges from employment as an adult. They shall not include terminations resulting from a business ceasing operations, or resulting from being laid off from a position of employment.
2. Discharge or resignation in lieu of demotion or termination from any criminal justice related employment.
3. A poor employment history will result in disqualification of the applicant. This includes a record of insubordination, absenteeism or tardiness, dishonesty, incompetence or consumption of drugs and/or alcohol in violation of company policy while employed. As a general rule, any conduct on the job that would result in discipline if the applicant were a member of the Reynoldsburg Division of Police shall be grounds for disqualification.

Applicant may be removed for the following:

 Ineligibility for re-hire with any criminal justice agency will be considered for removal from the selection process.

**Military History**

Applicants **will** be removed for the following:

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.

Applicants may be removed for the following:

1. An other than honorable discharge from the military will be evaluated to determine whether the applicant should be removed from the selection process.
2. Any documented instance of being AWOL (Absent without Leave).
3. Any documented disciplinary history.

**Traffic History**

Applicants **will** be removed for the following:

1. No valid driver’s license
2. Currently insured with an SR22
3. OVI conviction w/in five years of application or pled to a lesser charge (reckless operation)
4. More than one (1) OVI conviction as an adult.
5. More than two (2) OVI convictions if one conviction was as a juvenile.
6. Hit and run crash conviction
7. Vehicular homicide or assault conviction
8. Eluding or attempting to elude police conviction
9. More than two moving violations in the past three years (includes preventable or at-fault accidents).
10. One(1) revocation or suspension of a driver’s license as an adult, in effect, due to point’s violations or by the courts, in the last five years unless applicant can show that the suspension was the result of an error by the BMV, a random selection or an administrative overlap.

**Criminal Activity**

Applicants **will** be removed for the following:

1. 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.
2. 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.
3. Any conviction of a M-1 or M-2 misdemeanor as defined by the federal, state or local law in the jurisdiction where the offense occurred, as an adult in the last five (5) years or more than one M-1 or M-2 as an adult. One Conviction of Underage possession, purchase or consumption of beer and/or intoxicating liquor will not be a cause for removal under this section. Updated 01-21
4. Any conviction of a M-3 or M-4 misdemeanor as defined by the federal, state or local law in the jurisdiction where the offense occurred, as an adult in the last two (2) years or more than two M-3 or M-4 as an adult.
5. 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 in the jurisdiction where the offense occurred. (Does not include traffic)
6. Any pattern of theft offenses within the last five (5) years.
7. Any theft offense within the last five (5) years, which singularly is equal to a felony.
8. Any fraudulent insurance claims or fraudulent applications for welfare, workers compensation, unemployment compensation or other public assistance programs.
9. Illegally received public assistance (i.e. welfare, worker’s compensation, unemployment compensation).
10. Any pattern of theft offenses from an employer or during the course of employment as an adult.
11. Any admission or conviction of any criminal sexual offense.
12. Any admission or conviction of immoral conduct and/or corrupting minors.
13. Convictions of a crime involving moral turpitude or an offense of violence.

**Controlled Substances/Substance Abuse**

For the purpose of this standard the “use” of drugs includes, but is not limited to, when an applicant smokes, puffs, ingests, tastes, injects, in hales, or otherwise tried any illegal drug or any drug illegally, including but not limited to marijuana, cocaine, anabolic steroids, prescription medications or chemical inhalants.

Applicants **will** be removed for the following:

1. Any illegal or unlawful possession, use or purchase of controlled substances (except marijuana) within five (5) years before application or admitted use during any portion of the selection process.
2. Any possession, use, or purchase of marijuana within two (2) years before application except as expressly permitted pursuant to a medical recommendation under Ohio law or prescription as lawfully written by a medical professional pursuant to state law.
3. Any possession, use or purchase of marijuana during any portion of the selection process.
4. Any pattern of use of controlled substances, including marijuana, within the past seven (7) years.
5. Any pattern of illegal sale of controlled substances, including marijuana or prescription drugs.
6. Any pattern of abuse of alcohol, chemical agents/solvent-based substances, or prescriptive drugs with in the past seven (7) years.

**Gambling History**

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

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 wherein the applicant gains a financial benefit.

**Other Causes for Removal**

Applicants will be removed for the following:

1. Failure to appear for any of the phases of the selection process:
* Physical Fitness Test
* Application Review/HB 56
* Structured Interview
* Scheduled Home Interview
* CVSA Exam
* Command Staff Interview
* Psychological Examination
* Medical/stress Examination
1. Failure to successfully complete the following phases of the selection process:
* Physical Fitness Test BCI/FBI Check
* Psychological Examination Medical/stress Examination
1. Applicant is unable to be located by the information he/she provided during any stage in the selection process.
2. Any documented history of racial, ethnic or social intolerance.
3. Applicant indicates orally or in writing that he/she wants to waive their place on the eligibility list.

Updated May 2019, January 2021