



DOUGLAS COUNTY SHERIFF'S OFFICE

Justice Building - Roseburg, Oregon 97470 - (541) 440-4450

JOHN HANLIN
SHERIFF

Disqualifiers

The Douglas County Sheriff's Office has determined that there are some past and present behaviors that will determine that an applicant is not desirable for our agency. Applicants who have past or current behavior as listed below will not be considered for employment.

****The below list is not all-inclusive, it is meant as a guide****

- **Alcohol Use** - current alcohol abuse is prohibited.
- **Drug Use** - The following examples of illegal drug use or possession will be automatic disqualifiers for public safety applicants, with no exceptions:
 - (a) Any adult use or possession of a drug classified as a hallucinogenic within ten (10) years prior to application for employment;
 - (b) Any other illegal adult use or possession of a drug not mentioned above (including cocaine) within ten (10) years prior to application for employment;
 - (c) Any other illegal adult use or possession of a drug while employed in any law enforcement capacity, military police, or as a student enrolled in college-accredited courses related to the criminal justice field;
 - (d) Any adult manufacture or cultivation of a drug or illegal substance;
 - (e) Failure to divulge to the Department any information about personal illegal use or possession of drugs; or
 - (f) Any drug test of the applicant, during the course of the hiring process, where illegal drugs are detected.
- **Marijuana Use** – Use of marijuana, or any marijuana derivative to include edibles, tinctures, and solutions (i.e. vape pen oils) within the last year.

The following examples of illegal drug use or possession will be considered in relationship to the overall background of that individual and may result in disqualification:

- (a) Any illegal use or possession of a drug as a juvenile;
- (b) Any illegal adult use or possession of a drug that does not meet the criteria of the automatic disqualifiers specified above (i.e. cocaine use longer than ten (10) years ago.); or
- (c) Any illegal or unauthorized use of prescription medications.
- **Dependability**
 - (a) Missing any scheduled appointment during the hiring process without prior permission shall be disqualifying.
 - (b) Having been disciplined by any employer as an adult for abuse of leave, gross insubordination, dereliction of duty or persistent failure to follow established policies and regulations shall be disqualifying.

(c) Having been involuntarily dismissed (for reasons other than lay-off) from two or more employers as an adult shall be disqualifying.

(d) Discharge from Another Agency - Being discharged from another agency (probationary or for cause) within the last three years.

- **Credibility as a Witness in a Court of Law**

Ability to give testimony in a court of law without being subject to impeachment due to his/her character for honesty or veracity or due to prior felony conviction.

(a) Felony Criminal Activity - any conviction of a felony and the commission of a serious detected or undetected felony.

(b) Conviction of two or more misdemeanor offenses under Oregon Law as an adult shall be disqualifying.

(c) Conviction of any offense classified as a misdemeanor under Oregon Law while employed as a Police Officer shall be disqualifying.

(d) Commission of any act while employed as a Police Officer involving untruthfulness, falsification of any official report or document, or theft shall be disqualifying.

(e) All male U.S. citizens and male aliens born after 1960 and residing in the United States who are 18 through 25 years of age are REQUIRED to register with the Selective Service. Failure to have registered is an automatic disqualifier.

- **Domestic Violence** - any conviction of a crime involving domestic violence.

- **Operation of a Motor Vehicle**

(a) Ability to possess a valid Oregon Driver's License. Ability to drive safely. Ability to control a motor vehicle at high speeds. Ability to operate a motor vehicle in all types of weather conditions.

(b) Receipt of two or more moving violations within three years prior to application may be disqualifying depending on the nature of the violations. A moving violation for which there is a factual finding of innocence shall not be included.

(c) Involvement as a driver in two or more chargeable collisions within three years prior to date of application shall be disqualifying.

- **Government** - membership or participation in any organization advocating the violent overthrow of the government of the United States.

- **Selection** - failure to pass any step of the selection process or meet the minimum standards of the position.

- **Change** - failure to notify the office of a change in current address and/or telephone number.

- **Integrity/Moral** - the applicant must be of good moral character and behavior.

(a) Refusing to yield to temptation of bribes, gratuities, payoff, etc. Refusing to tolerate unethical or illegal conduct on the part of other law enforcement personnel. Showing strong moral character and integrity in dealing with the public. Being honest in dealing with the public.

(b) Any material misstatement of fact or significant admission or omission during the application or background process shall be disqualifying. Any misinformation, misleading, inaccurate, untruthful, or distorted information provided on the Background Questionnaire or during any part of the selection process.

- **Other** - behaviors which do not necessarily reach the level of severity of the disqualifiers listed above, but may still be a basis for rejection after consideration of each case on its individual merits.

According to State & Federal Law - You cannot be a police officer in Oregon if:

- You cannot obtain a valid driver's license in your state of residence.
- You will not be a U.S. citizen within one year of being hired. NOTE: Citizenship application requires 5 years of residency.
- You have been convicted of driving under the influence of intoxicants (D.U.I.I.) within the past 3 years or have 2 or more D.U.I.I. convictions. A diversion or similar action is considered the same as a conviction.
- You have been convicted of Reckless Driving, Attempting to Elude, Hit and Run (Failure to perform the duties of a driver....), or Felony Driving While Suspended or Revoked within the last two years. DPSST has a 10-year look back period for which they review convictions to evaluate if a candidate will be approved for state police certification.
- You have been convicted of a Domestic Violence Assault.
- You have been convicted of a felony.
- You have been convicted of any crime involving controlled substances.
- You have a dishonorable discharge from the armed services.

Oregon will not certify as a police officer anyone who has been convicted of:

For complete details of disqualifiers to receive state certification as law enforcement - please visit the Oregon Department of Public Safety Standards and Training (DPSST) website for the Oregon Administrative Rule (OAR) #259-008-0070 Denial/Revocation.

- ORS 162.065, Perjury
- ORS 162.075, False Swearing
- ORS 162.085, Unsworn Falsification
- ORS 163.408, Sexual Penetration with a Foreign Object II
- ORS 163.411, Sexual Penetration with a Foreign Object I
- ORS 163.435, Contributing to Sexual Delinquency of a Minor
- ORS 163.445, Sexual Misconduct
- ORS 163.575, Endangering Welfare of Minor
- ORS 163.670, Use Child in Display Sexually Explicit Material
- ORS 163.684, Encouraging Child Sexual Abuse I
- ORS 163.686, Encouraging Child Sexual Abuse II
- ORS 167.065, Furnishing Obscene Materials to Minors
- ORS 167.070, Sending Obscene Materials to Minors
- ORS 167.075, Exhibiting Obscene Performance to a Minor
- ORS 167.080, Displaying Obscene Materials to Minors
- ORS 162.335, Rape III
- ORS 162.365, Rape II
- ORS 163.375, Rape I
- ORS 163.385, Sodomy III

- ORS 163.395, Sodomy II
- ORS 163.405, Sodomy I
- ORS 163.415, Sex Abuse III
- ORS 163.425, Sex Abuse II
- ORS 163.427, Sex Abuse I
- ORS 163.515, Bigamy
- ORS 163.525, Incest
- ORS 167.007, Prostitution
- ORS 167.017, Compelling Prostitution
- ORS 167.012, Promoting Prostitution
- ORS 163.465, Public Indecency

For the most up-to-date information on state certifications recognized by DPSST and to answer any other specific certification questions, please contact DPSST directly at www.oregon.gov/dpsst