



City of Orange Police Department EMPLOYMENT DISQUALIFIERS

Instructions: Review this list before submitting your application for employment with the City of Orange Police Department. If any of the below factors apply to you, your application will automatically be disqualified. If you are selected to proceed in the recruitment and selection process, the background standards below will be verified during a comprehensive background investigation, which will include, but not be limited to, a polygraph examination. Other factors not listed below may also be taken into consideration during the background investigation process.

AUTOMATIC DISQUALIFIERS FOR EMPLOYMENT WITH THE CITY OF ORANGE POLICE DEPARTMENT

Drug Usage

- Illegal use, ingestion, possession, or distribution of Methamphetamines, Cocaine, Amphetamines, Ecstasy, Nitrous Oxide, Inhalants, and/or Illegal Injectable Steroids within the past seven (7) years
- Any prior use of Heroin and/or Hallucinogens (i.e., LSD, PCP, Mushrooms, Peyote)
- Selling, manufacturing, growing, and/or transporting of illegal or prescription drugs
- Currently residing or associating with anyone using illegal drugs or involved in illegal activity

Criminal Acts

- Any significant theft from current or past employer
- Theft/shoplifting in excess of \$950 within the last (5) years
- Any felony conviction
- Currently on parole, supervised release (AB 109), or probation
- Deemed the primary or dominant aggressor in any domestic violence incident
- DUI within the last seven (7) years
- Child pornography

Driving

- Three (3) at-fault accidents in the last three (3) years
- Five (5) or more moving violations in the last seven (7) years

Employment History

- Excessive tardiness/absenteeism in the last two (2) years (not related to medical, family, or emergency incidents)