

LANCASTER POLICE DEPARTMENT STANDARD OPERATING PROCEDURES		
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Effective 08-01-01	Revisions 1-03-05	
BACKGROUND REMOVAL STANDARDS FOR POLICE OFFICERS		

I. Applicants can be removed from eligibility for any of the following reasons:

A. Honesty / Falsification

1. Any intentional falsehood or attempt to conceal pertinent information during the selection process.
2. Any attempt to distort the polygraph examination results.
3. Use or attempted use of political influence to alter the selection process or change employment standards in securing employment as a police officer.
4. Failure to provide copies of requested documents or to complete the personal history statement.

B. Family History

1. Verified or admitted physical or emotional abuse of a spouse / ex-spouse, former or current family member, or any person with whom the applicant has or had a relationship.
2. Failure to provide child support, alimony, or other financial responsibility as determined by the appropriate court or agency within the past ten years.
3. Intentional violation of any protective or temporary restraining order as determined by a court of law within the past ten years.
4. Verified or admitted sexual abuse of any person.
5. Any conviction of a domestic violence offense.

C. Employment

1. Failure to maintain a stable employment history as an adult. Unstable employment is defined as: (But not limited to) patterns of dismissal, job abandonment, and serious workplace disciplinary problems. Accepting and then resigning from an excessive amount of positions in the past ten years, without good cause, is evidence of an unstable employment history.
2. Discharge or resignation in lieu of discipline, or termination, from any criminal justice occupation.

D. Military History

1. Dishonorable discharge from military service.
2. General discharge from military service, unless mitigating factors are present.
3. Convictions or admissions of any article under the U.C.M.J. that would be equivalent to a felony as defined by the Ohio Revised Code.

E. Traffic

1. Any conviction for vehicular homicide or assault.

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2. O.V.I. conviction within the past five years. No more than one O.V.I. conviction as an adult or juvenile.
3. Three moving traffic violations within the past twelve months.
4. Four or more moving violations within the past five years.
5. At the time of the initial interview, the applicant does not possess a valid driver's license and auto insurance as required by the residence state.
6. A revocation or suspension of driving privileges as an adult, in effect during the past five years by a court or other appropriate government agency. No more than one suspension in effect as an adult.
7. Any circumstances that would render the applicant ineligible for coverage under municipal fleet insurance.

F. Gambling

1. Conviction of a gambling offense within the past five years.
2. Admission to gambling that has resulted in financial instability within the past ten years.
3. Admission or conviction of engaging in promotion of illegal gambling, wherein the applicant gains a financial benefit.

G. Criminal Activity

1. Any pattern of theft offenses within the past ten years, which cumulatively exceeds \$200.00.
2. Any theft offense as an adult or juvenile that singularly exceeds \$200.00.
3. Any fraudulent insurance, public assistance, workers compensation, or unemployment claims.
4. Any admission or conviction of an offense defined as a felony by the federal, state, or local law where the offense occurred.
5. Any conviction or admission of an M-1 or M-2 misdemeanor as defined by the federal, state, or local law where the offense occurred within the past ten years. No more than one conviction of an M-1 or M-2 offense.
6. Any pattern of minor misdemeanor through M-3 offenses.
7. Any conviction of falsification or its equivalent.
8. Any pattern of thefts from an employer or during the course of employment.
9. Any participation or membership in any groups, organizations, or clubs that promote, condone, or commit unlawful acts.
10. Any admission or verification of an offense of unlawfully carrying a concealed weapon within the past ten years.

H. Substance Abuse

1. Any use or purchase of illegal drugs within five years before application, or any use after application. (Except marijuana)

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2. Any use or purchase of marijuana within two years before application or any use after application.
3. Any pattern of use of illegal drugs, including marijuana, within the past ten years.
4. Any admission or verification of trafficking in drugs. (Sale or sales)
5. Abuse of alcohol, chemical solvents / solvent based substances, or prescription drugs.

I. Special Requirements

1. You must be a United States citizen.
2. You must have high school diploma or GED equivalent.
3. You must be twenty-one years of age at the time of appointment.
4. You must be legally qualified to possess a firearm.
5. You must appear for all testing and interviews.
6. You must be able to meet the physical requirements established by the pension fund.
7. Your visual acuity must be 20 / 20 or correctable to 20 / 20 in each eye. Depth and color perception must be normal.
8. Body weight must be proportionate to height as determined by current medical standards.