

# FARGO POLICE DEPARTMENT

## DISQUALIFICATION CRITERIA FOR

### POLICE OFFICER CANDIDATES

Candidates for the position of police officer must be of strong character and unmitigated integrity. Therefore, the Fargo Police Department performs an in-depth investigation into the background of all police officer candidates to ensure those selected for employment are of the highest caliber.

Outlined below are examples of conduct and/or other criteria which will be grounds for a candidate's automatic disqualification from the police officer hiring process. The examples provided are not intended to be an all inclusive list of disqualifiers that result in a police officer candidate's elimination from further consideration for employment with the Fargo Police Department. However, the discovery of any of the examples listed shall be sufficient to automatically disqualify a candidate from further consideration. In addition, a candidate's failure to disclose any such conduct and/or criteria shall also result in the candidate's automatic elimination from further employment consideration.

#### **Criminal Conduct**

- Any conviction or plea of guilty after the age of eighteen (18) for any criminal offense classified as a felony within the state of North Dakota or any other U.S. state or territory, or any criminal offense that would be considered a felony if committed within the state of North Dakota.
- Any conviction or plea of guilty within three (3) years of the date of application for the position of police officer with the Fargo Police Department, for any criminal offense classified as a class A misdemeanor within the state of North Dakota or any other U.S. state or territory, or any criminal offense that would be considered a class A misdemeanor if committed within the state of North Dakota.
- Any conviction or plea of guilty within one (1) year of the date of application for the position of police officer with the Fargo Police Department, for any criminal offense classified as a class B misdemeanor within the state of North Dakota or any other U.S. state or territory, or any criminal offense that would be considered a class B misdemeanor if committed within the state of North Dakota.
- Any conviction or plea of guilty after the age of eighteen (18) for the unlawful possession, sale, delivery, or manufacture of any controlled substance (excluding

marijuana or its derivatives) or unlawfully conspiring to possess, sell, deliver, or manufacture any controlled substance (excluding marijuana or its derivatives).

- Any unlawful sale, purchase, manufacture, or possession with the intent to distribute any controlled substance after the age of eighteen (18).
- Any unlawful use or possession of any controlled substance (excluding marijuana and its derivatives) within three (3) years of the date of application for the position of police officer with the Fargo Police Department.
- Any unlawful use or possession (as defined by the laws of the State of North Dakota and/or the City of Fargo) of marijuana or its derivatives within one (1) year of the date of application for the position of police officer with the Fargo Police Department.
- Any conviction or plea of guilty after the age of eighteen (18) for any domestic violence related criminal offense as defined by the State of North Dakota or any other U.S. state or territory, to include any offense associated with the violation of a domestic violence related protection order, restraining order, or other associated court order.
- Any conviction or plea of guilty within two (2) years of the date of application for the position of police officer with the Fargo Police Department for any offense associated with impaired driving (to include any offense associated with refusing to submit to a chemical test or tests associated with any such impaired driving offense), operating a motor vehicle with a suspended or revoked drivers license, or any other criminal driving offense as defined by the State of North Dakota.

#### **Dishonesty, Failure to Disclose, and Lack of Integrity Criteria**

- Any willful failure to disclose or acknowledge involvement in any conduct (both past and present) which is a violation of the laws of the United States, the state of North Dakota or any other U.S. state or territory, or the city of Fargo.
- Any willful attempt to distort information provided or discovered during the employment consideration process or intentionally misleading any person representing the Fargo Police Department during the process.
- Any refusal to answer or respond to any oral or written question presented by any person representing the Fargo Police Department during the employment consideration process.
- Any use, or attempt to use, any political influence to secure employment with the Fargo Police Department.

#### **Personal Appearance Criteria**

- Exhibiting or otherwise displaying any tattoo, body-piercing, or other “extreme” body modification which is inconsistent with the Fargo Police Department’s appearance standards policies (see FPD Administration Memorandum # 2009-001), and the inability or refusal to be in full compliance with the appearance standards prior to receiving a conditional offer of employment.

### **Other Automatic Disqualifying Criteria**

- The candidate does not possess the minimum qualifications required for the position of police officer with the Fargo Police Department as described within the job description, excluding those associated with the successful completion of an accredited peace officer basic training program or academy prior to applying for the position of police officer with the Fargo Police Department.
- The candidate cannot lawfully own or possess a firearm.
- The candidate is considered a fugitive from justice.
- The candidate is in the United States unlawfully or otherwise has their immigration, naturalization, or status as a United States citizen in question by the United States government.
- The candidate has, after the age of eighteen (18), renounced their United States citizenship.
- The candidate is presently the subject of any domestic violence related protection order, restraining order, or other associated court order.
- The candidate's employment with previous employers has been *involuntarily* terminated on two (2) or more occasions within the past five (5) years. (This does not include any involuntary termination resulting from the employer ceasing their business operations or where employment ended as a result of a temporary lay-off).
- The candidate has failed to comply with any court order or legal contract to provide and maintain any child support, alimony, or other financial obligation within the past five (5) years.
- The candidate received a dishonorable discharge after serving with a branch of the United States military.
- The candidate is or has been, after the age of eighteen (18), involved with any seditious or terrorist activity or any other activity whereby the functions of the United States government and/or the contents of the United States Constitution were threatened.
- The candidate is a previous employee of the City of Fargo and/or the Fargo Police Department and was dismissed from any such employment for cause, or resigned under conditions deemed by the City of Fargo and/or Fargo Police Department to be less than in good standing.
- The candidate fails or otherwise refuses to appear or participate in any scheduled oral interview, polygraph examination, medical examination, psychological examination, or other component of the Fargo Police Department's employment consideration process.
- The candidate fails or otherwise refuses to provide any person representing the Fargo Police Department during the employment consideration process with a current mailing address and telephone number, or respond to any request for information or communication received from any such representative.

- The candidate expresses, either verbally or in writing, their desire to no longer be considered for employment with the Fargo Police Department.
- The candidate's application is not filed within the period specified in the examination announcement or was not filed in the prescribed form.

*I certify I have read and understand the above listed examples of conduct and/or other criteria which will be grounds for my automatic disqualification and elimination from further consideration for employment with the Fargo Police Department.*

Signature of Candidate: \_\_\_\_\_ Date: \_\_\_\_\_