

## QUALIFICATIONS

### MINIMUM REQUIREMENTS

- Persons must be at least 21 years old by January 1<sup>st</sup>, 2022
- Persons must have completed, or provide documentation that they will be able to complete at least 60 semester credits or 90 quarter credits at an accredited college or university within 18 months of academy graduation (August, 2020).
- Persons shall be a citizen of the United States or have in-resident alien status as defined by federal law.
- Persons shall possess a valid driver's license.
- Persons must not have any tattoos on the head, neck, face, or scalp, and must further conform to all other appearance standards established by department policy. Inappropriate or offensive markings are defined as: depicts, describes, or otherwise refers to sexual conduct, acts, or organs; depicts, describes, or refers to intolerance, or discrimination against any race, color, preference, creed, religion, gender, national origin, or it is commonly associated with any organizations or groups which advocates such intolerance or discrimination, or brings discredit upon the department, detracts from the professional appearance of the employee, or violates the standards of decency and morality.

Markings determined to be inappropriate or offensive shall be covered with the department's authorized uniform or attire. Disguising, masking, or concealing a tattoo, or body marking by way of bandage, make-up, gloves, or any other means (excluding regular clothing attire such as a long-sleeve shirt, pants, skirt, socks, etc.) is not an acceptable method of complying with the appearance standard and shall not be permitted.

The Chief of Police or his/her designee shall be the final authority in determining if a marking is considered inappropriate or offensive.

- Proof of personal health insurance may be required upon commencement of the program.

### AUTOMATIC DISQUALIFYING CRITERIA

Outlined below are examples of conduct and/or other criteria which will be grounds for automatic disqualification from the application process. The examples provided are not intended to be an all-inclusive list of dis-qualifiers. However, the discovery of any of the examples listed shall be sufficient to automatically disqualify persons from further consideration.

#### **Criminal and Military Conduct**

- Persons shall not have pled guilty to, pled nolo contendere to, or been found guilty of a felony offense, or equivalent offense.
- Persons have pled guilty to, pled nolo contendere to, or been found guilty of a Class A Misdemeanor, or equivalent offense, five years must have passed between the date of application and the date of conviction, release from incarceration, or expiration of parole or probation, whichever is latest.

- Persons have pled guilty to, pled nolo contendere to, or been found guilty of a Class B Misdemeanor, or equivalent offense (excluding first-time offenses for issuing checks with insufficient funds or without an account), two years must have passed between the date of application and the date of conviction, release from incarceration, or expiration of parole or probation, whichever is latest.
- Persons shall not have pled guilty to, pled nolo contendere to, or been found guilty of any offense involving domestic violence, a domestic violence related protection order, identity theft, or fraud.
- Persons shall not have pled guilty to, pled nolo contendere to, or been found guilty in a military court for a violation of the military code of justice resulting in a sentence of imprisonment, dishonorable or bad conduct discharge, or both.
- Persons shall not have used or possessed unlawful controlled substances (excluding marijuana) within three years of the date of application.
- Persons shall not have used or possessed marijuana or its derivatives within one year of the date of application.
- Persons shall not have, after the age of 18, engaged in excessive use, possession, sale, delivery, or manufacture of an unlawful controlled substance.
- Persons shall not have, after the age of 18, engaged in excessive criminal driving offenses.

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

- Any willful failure to disclose or acknowledge involvement in any conduct, both past and present, which is a violation of the laws of the state of North Dakota, the United States state or territory.

#### **Other Disqualifying Criteria**

- Persons cannot lawfully own or possess a firearm.
- Persons is considered a fugitive from justice.
- Persons are 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.
- Persons have, after the age of 18, renounced their United States citizenship.
- Persons are presently the subject of any domestic violence related protection order, restraining order, or other associated court order.
- Person's employment with previous employers has been involuntarily terminated on three or more occasions within the past five years. This does not include any involuntary termination resulting from the employing ceasing their business operation or where employment ended as a result of a temporary layoff.

- Persons have failed to comply with any court order or legal contract to provide and maintain child support, alimony, or other financial obligations within the past three years.
- Persons are or have been, after the age of 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.
- Persons are a previous employee of the Fargo Police Department and was dismissed from any such employment for cause, or resigned under conditions deemed by the Fargo Police Department to be less than in good standing.