

## **VIOLATION OF PRE-EMPLOYMENT GUIDELINES**

### **CRIMINAL HISTORY:**

Conviction of any felony or crime of moral turpitude (crimes contrary to justice, honesty, or good morals. Examples are: larceny, fraud, dishonesty, concealment, bad checks, embezzlement, and perjury).

Any convictions involving domestic violence, including simple assault against a domestic partner, spouse, child or parent.

Conviction of any Class 1 or Class 2 misdemeanor, excluding traffic violations which are discussed separately, or the Virginia State Law equivalent within the last 5 years.\*

Conviction of any Class 3 or Class 4 misdemeanor, including traffic violations, or the Virginia State Law equivalent within the last 24 months (will be evaluated on a case by case basis)

Commission of undetected crimes of a serious or repetitive nature.

Any individual falling into any of the aforementioned criminal history categories, prior to a conviction that enters a plea agreement to the reduction of charges may be disqualified from the entry process.

### **DRIVING RECORD:**

Six or more points on a Virginia Operators License or the equivalent for out-of-state licenses in the last 12 months.

Any conviction of driving under the influence of drugs or alcohol, refusal to take blood or breath test, eluding police, racing, or leaving the scene of an accident within the last 5 years.

Reckless driving (will review circumstances)

### **DRUGS:**

Any involvement in the sale or distribution of illegal drugs as an adult. Juvenile involvement in the sale or distribution of illegal drugs is an area of concern which will be given careful scrutiny in the context of the full investigation/review.

Any illegal possession/use of any opiate, cocaine, or any other schedule 1 or 2 drug, or any derivative thereof, as defined in the Code of Virginia within the last 5 years.

Any illegal possession/use of hallucinogens

Illegal possession/use of anabolic steroids within the last 3 years.

Illegal possession/use of marijuana or a derivative thereof within the last 12 months.

Current illegal/improper use of any controlled substance including over the counter drugs (medications).

\*Note: Some minor offenses are classified as Class 1 misdemeanors (e.g. littering), but would not result in automatic disqualification. Convictions of this nature would be evaluated on a case-by-case basis in the context of the full investigation/review.

**CREDIT:**

Any person who has filed a Chapter 7 bankruptcy (will be reviewed for cause)

Any person filing a Chapter 13 bankruptcy (will be reviewed for cause)

Any person who has any unsatisfied judgments or garnishments.

**OTHER:**

Dishonorable discharge from any military service (less than honorable will be reviewed by case)

Untruthfulness or the intentional withholding of information on any application, interview, or paperwork associated with the position.

Deliberate inaccuracies or incomplete statements.

Cheating on any examination or testing associated with the position.

Failure to attend any scheduled interview, examination, appointment, or meeting relative to the position.

Failure to meet criteria for the position.

Applicants whose past conduct could cause embarrassment to the City of Virginia Beach or the Sheriff's Office, if such conduct were made public, will not be considered.

**This is not intended to be an exhaustive listing of background disqualifiers.**

Applicants who are successful in the initial testing will undergo a thorough background investigation, including polygraph examination. Areas of concern will be evaluated on a case-by-case basis within the context of the full investigation/review. Examples of areas of concern may include, but are not limited to, the following:

Reduction of charges as a result of a plea agreement or other form of sentencing disposition prior to a conviction in any of the aforementioned criminal and driving history categories.

Crimes committed as a juvenile, including undetected crime.

Patterns of reckless and/or irresponsible driving.

Multiple convictions of driving under the influence.

Illegal or habitual drug possession that does not fall within the parameters defined above.

Less than honorable military discharge, erratic work record, or unfavorable employment references.

Pending litigation or prosecution for criminal offenses must be resolved prior to consideration for employment.