



SHERIFF STEVEN S. SMITH
GREENE COUNTY SHERIFF'S OFFICE



"PUTTING CITIZEN'S FIRST"

AUTOMATIC DISQUALIFIERS FOR SWORN AND CIVILIAN

Criminal History

1. Conviction, guilty plea or no contest plea of a felony or any offense that would be a felony if committed in the Commonwealth.
2. Conviction, guilty plea or no contest plea of any misdemeanor sex offense in the Commonwealth, another state, or the United States, including but not limited to sexual battery under Virginia Code § 18.2-67.4 or consensual sexual intercourse with a minor 15 or older under clause (ii) of Virginia Code § 18.2-371 or any crime requiring registration in the Virginia Sex Offender Registry.
3. Conviction, guilty plea or no contest plea of domestic assault under Virginia Code § 18.2-57.2 or any offense that would be domestic assault under the laws of another state or the United States.
4. Conviction, guilty plea or no contest plea to any misdemeanor involving moral turpitude including, but not limited to petit larceny under Virginia Code § 18.2-96 or any offense involving moral turpitude that would be a misdemeanor if committed in the Commonwealth.

Driving History

1. 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.
2. Active revocation or suspension of driving privileges in any state.

Drugs

1. Sale of any drug listed in the drug standards and schedules set forth in Virginia Code § 54.1-3443 et seq. without a valid license authorizing sale of specified drugs. Any other distribution will be evaluated on a case-by-case basis.
2. Unlawful possession of any illegal drug, including but not limited to heroin, cocaine, hallucinogens, methamphetamine, etc. or any derivative thereof (except marijuana) within the last five (5) years.
3. Illegal use or possession of anabolic steroids within the last three (3) years.
4. Illegal use or possession of marijuana or a derivative thereof within the previous twelve (12) months.

Others

1. Dishonorable discharge from any military service.
2. Untruthfulness and/or the intentional withholding of information on any Application/Personal History, interview, or any paperwork associated with the position. Examples of intentional withholding of information would include deliberate inaccuracies or incomplete statements.

3. Intentional failure to follow the directions outlined in the testing process or relying on others to complete any portion of the testing process.
4. Pending civil litigation or pending criminal offenses, hearings or investigations. Including any protective or restraining order from any state.
5. Past or current gang affiliation/association of membership. Or association. Affiliation or membership with any clubs, associations or groups that are antigovernment.

Areas of concerns:

Unfavorable work history or references , erratic work record, multiple convictions of traffic violations, illegal drug use not listed above, patterns of reckless or irresponsible behavior, employment terminations or ask to resign a position. Erratic or unfavorable school records, reduction of charges as a result of a plea agreement or other forms of sentencing disposition in any state. Repeated arrest with no convictions. Any area of concern found during the background investigation will be evaluated on a case by case basis.

NOTE This is not intended to be an exhaustive listing of background disqualifiers. The additional areas of concern listed below will be evaluated on a case-by-case basis within the context of the full investigation/review.

- Involvement in past criminal activity not resulting in criminal conviction.
- 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.
- Other Class 1 or 2 misdemeanors
- Crimes committed as a juvenile, including undetected crime.
- Patterns of reckless and/or irresponsible driving
- Multiple convictions of driving under the influence
- Illegal drug possession that does not fall within the parameters defined above. Including the use of or possession of prescription drugs without a proper prescription.
- 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.
- Demonstrated history of financial irresponsibility. (Examples of concerns include unpaid collections or unsatisfactory judgements where no payment plan has been established.)

References are provided throughout from the Code of Virginia; however, comparable violations of other state code or the United States Code would be disqualifying.

Signature _____

Date _____