



## Most common disqualifiers

### 1. Criminal Convictions

- a. Any Felony convictions OR
- b. Any Family Violence convictions are permanent disqualifiers.
- c. Any Class A or B Misdemeanor convictions OR
- d. DWI/DUI convictions are disqualifying for ten years from date of adjudication or completion of sentence, whichever is later.

### 2. Narcotics and Alcohol Usage

- a. Any applicant who has used marihuana or any of its synthetic derivatives within two years preceding the date of application, or during the hiring process, will be disqualified for a period of one year from the date of disqualification.
- b. Any applicant who has used a controlled substance within Penalty Group 1 or 1a prior to the age of 18 shall be **disqualified for 5 years from the last date of use**. Any applicant who has used a controlled substance within this penalty group age 18 or older shall be **disqualified for 10 years from the last date of use**.
  - i. Includes, but not limited to opioids (including painkillers like codeine, hydrocodone, and oxycodone), opium derivatives and/or opiates [heroin and others], cocaine, methamphetamine, ketamine, or LSD.
- c. Please check our online Selection Process policy, Chapter 2, pgs. 27-30, for disqualification information regarding non-prescribed use of any other Penalty Group controlled substances.
  - i. Includes, but not limited to, Xanax or other prescription benzodiazepines, Adderall or other prescription stimulants, ecstasy, and various hallucinogens among others.

### 3. Organizational Affiliation or Sympathy

- a. An applicant's organizational affiliations or sympathies shall not be grounds for disqualification unless there is evidence or an admission indicating the following:
  - i. that the applicant personally agrees with or has participated in the unlawful actions of the organization or any advocacy of violence by the organization



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- ii. that the applicant personally believes in the racial superiority of any group, or
- iii. that such connection would interfere with the applicant's ability to enforce the law against such groups of its members
- iv. Disqualification: Permanent

#### 4. Tattoos and Branding

- a. Tattoos or brands that are prejudicial to good order are prohibited. Additionally, while on or off duty in uniform or on duty in civilian attire, employees are prohibited from exhibiting tattoos, body art, or brands that are offensive or demeaning to persons of ordinary sensibilities.
- b. The following tattoos, body art, and brands are prejudicial to good order and are prohibited for all employees, regardless of visibility: sexist, racist, vulgar, derogatory, anti-American, anti-social, gang-related, or extremist group or extremist-organization related.
- c. Officers are prohibited from having tattoos on any part of the hands, neck, face, head, eyelids, mouth, and ears. A single "ring" tattoo is permissible on the left ring finger. Cosmetic makeup tattooing, such as applied for eyeliner, lipstick, and eyebrows are acceptable.
- d. Although not in the Selection Process policy, any of the above violations of the Pearland Police Department Uniform and Apparel policy will be grounds for permanent disqualification unless tattoos are removed prior to being hired.

#### 5. Contradictory Information and Deliberate Omissions

- a. Applicants may be disqualified for dishonesty, serious distortions, or purposeful omissions during the selection process.
- b. In those instances, in which the applicant intentionally falsified, inaccurately reported, or withheld information they felt would disqualify their application, they shall be permanently rejected.
- c. All other cases involving contradictory information will result in a rejection of the application for one year from the date of disqualification.