



# GRESHAM POLICE DEPARTMENT

1333 NW Eastman Parkway • Gresham OR 97030  
 Phone 503-618-3118 • FAX 503-665-1639



## Employment Automatic Disqualifiers

**Attention Applicants for Police Officer, Community Safety Specialist (CSS), Evidence Technician, Digital Forensics, Records Specialists, Body Worn Camera Technician, Criminalist, Crime Analyst, Police Sergeant or other GPOA positions.\***

*\*A candidate who has engaged in any of the following activities will automatically be disqualified from the selection process. These disqualifiers may apply to non-represented Gresham Police Department positions also.*

<p><b>DRUG USE</b></p>	<ol style="list-style-type: none"> <li>1. Prescription Drugs: Pattern of illegal use or misuse of prescription medication in the last three (3) years</li> <li>2. Any use of illegal drugs by free-basing or needle injection</li> <li>3. Felony drug conviction of any kind</li> <li>4. Any use of illegal drugs while employed by a law enforcement agency</li> <li>5. Any participation in the manufacture, sale, distribution, or transport for sale of any illegal drugs with the exception of marijuana</li> </ol> <p><b>If not covered above, refer to the Drug Use Disqualification Matrix</b></p>
<p><b>CRIMINAL ACTIVITY</b></p>	<ol style="list-style-type: none"> <li>1. Any adult felony conviction</li> <li>2. Conviction of any crime under a domestic violence statute at any age that would prohibit one from meeting the qualifications needed to be a police officer</li> <li>3. Conviction of a sex-related crime and/or required to be registered on the Sex Offender Registry at any age</li> </ol> <p><b>Any criminal activity, even activity that does not result in prosecution or conviction, that is not an automatic disqualifier will be assessed on a case-by-case basis with particular attention to adult misdemeanors while employed with a law enforcement agency.</b></p>

<p><b>SEXUAL BEHAVIOR</b></p>	<ol style="list-style-type: none"> <li>1. Engaging in the following behavior as an adult (unless the behavior was conducted in the regular course of duties as a law enforcement officer): <ul style="list-style-type: none"> <li>• Knowingly producing, distributing, obtaining, accessing, or possessing any visual depiction of child pornography, film, video, picture, computer, or computer-generated image of a picture, whether made or produced by electronic, mechanical, or other means.</li> </ul> </li> <li>2. As a law enforcement officer knowingly obtaining or accessing sexually explicit images at work or in the workplace whether made or produced by electronic, mechanical, or other means</li> </ol>
<p><b>DRIVING RECORD</b></p>	<ol style="list-style-type: none"> <li>1. Any criminal traffic conviction in Oregon or similar offense in another state within five (5) years. Examples include: DUI, reckless driving, negligent driving, or hit and run.</li> <li>2. Suspension or revocation of driver’s license for traffic crimes or violations within three (3) years of the date of suspension or revocation</li> <li>3. Three or more moving violations in the last three (3) years</li> <li>4. An attempt to elude conviction when a candidate is over 21 years of age</li> </ol> <p><b>The driving record will be carefully reviewed and any items that are not automatic disqualifiers will be assessed on a case-by-case basis</b></p>
<p><b>MILITARY</b></p>	<ol style="list-style-type: none"> <li>1. Discharge or dismissal from any military service that is other than honorable</li> </ol> <p><b>An “uncharacterized” or “general” discharge is not an automatic disqualifier and will be assessed on a case-by-case basis</b></p>
<p><b>FINANCIAL RECORD</b></p>	<p><b>Credit history will be thoroughly assessed with particular attention to the following:</b></p> <ol style="list-style-type: none"> <li>1. Failure to pay income tax or child support</li> <li>2. Illegal financial practices such as embezzlement, employee theft, check fraud, income tax evasion, expense account fraud, filing deceptive loan statements, and any other intentional financial breaches of trust</li> </ol>

<p><b>LAW ENFORCEMENT CERTIFICATION</b></p>	<ol style="list-style-type: none"> <li>1. Previous revocation or denial of certification as a police officer, or suspension of current certified status</li> </ol>
<p><b>BODY MODIFICATIONS including TATTOOS</b></p>	<ol style="list-style-type: none"> <li>1. Any body art, tattoo, or other modification (such as branding or gauges) that falls outside of department policy and is offensive. "Offensive" includes but is not limited to any: body-tattoo, brand, or modification depicting nudity, violence, sexually explicit or vulgar art or words, or that is objectionable or demeaning to the image of the Gresham Police Department.</li> <li>2. A tattoo signifying membership in, or affiliation with, a criminal enterprise, street gang, or any other group that advocates violence against individuals because of their race, religion, ethnic origin, nationality, gender, sexual preference, or disability.</li> </ol>
<p><b>PERSONAL CONDUCT DURING the HIRING PROCESS</b></p>	<ol style="list-style-type: none"> <li>1. Deliberate omission, concealment, or falsification of relevant facts from any questionnaire, personal history statement, test, or any similar written document used to evaluate or determine suitability for employment with the Gresham Police Department.</li> <li>2. Deliberately providing false or misleading information concerning relevant facts to the background investigator, interview panel, or other individual acting as an agent of the Gresham Police Department during any stage of the hiring and selection process</li> <li>3. Refusal, or failure without reasonable cause, to undergo or cooperate with any required step of the hiring and selection process, including but not limited to meeting with the background investigator, interview panel, examining psychologist or physician, or completing evaluative forms and releases</li> <li>4. Refusal to provide full, frank, and truthful answers to lawful questions of the background investigator, interview panel, or other individual acting as an agent of the Gresham Police Department during any stage of the hiring and selection process</li> </ol>
<p><b>BEHAVIORAL TRAITS</b></p>	<ol style="list-style-type: none"> <li>1. Receives unacceptable rating on Behavioral Traits assessment. Unacceptable ratings include "outside standards" and "indeterminable".</li> </ol>

## **POINTS of CLARIFICATION:**

### **1. Criminal Activity:**

Criminal activity creates doubt about a person's judgment, reliability, and trustworthiness. By its very nature, it calls into question a person's ability or willingness to comply with laws, rules, and regulations, and jeopardizes the image and order of the organization. Sexual behavior that involves a criminal offense indicates a personality or emotional disorder, reflects lack of judgment or discretion, or which may subject the individual to undue influence or coercion, exploitation, or duress and can raise questions about an individual's reliability, trustworthiness, and ability to protect public safety.

### **2. Sexual Behaviors:**

Sexually explicit conduct at work reflects poor impulse control, reflects lack of judgment or discretion, or may subject another person to undue influence or coercion, exploitation, or duress, and can raise questions about an individual's reliability and trustworthiness.

### **3. Military Involvement:**

Conduct involving failure to comply with the rules, procedures, conditions, requirements, and other obligations related to a military commitment raises particular questions about an individual's reliability, trustworthiness, and good judgment in the hierarchical structure of public safety environment.

### **4. Financial Record:**

Failure or inability to live within one's means, honor debts, and meet financial obligations may indicate poor self-control, disorganization, lack of judgment, or unwillingness to abide by rules and regulations, all of which can raise questions about an individual's reliability, trustworthiness, and good judgment. Financial burden is a significant stressor and contributes to the overall assessment of stability in an applicant.

### **5. Personal Conduct:**

Conduct involving questionable judgment, lack of candor, dishonesty, or unwillingness to comply with rules and regulations can raise questions about an individual's reliability, trustworthiness, and decision-making. Of special interest is any failure to provide truthful and candid answers during the evaluative process (e.g., inconsistent responding across inquiries), any other failure to cooperate with the evaluative process, or other obstructive efforts

**Note: *When referencing periods of time relating to disqualifications, it refers to activities, actions, or events that took place before the first day of testing with the Gresham Police Department.***

## DRUG USE DISQUALIFICATION MATRIX

OFFENSE		Period Between Date of Application & Last Offense	
Illicit use or possession of any controlled or dangerous substance after being employed in any criminal justice or law enforcement capacity		Lifetime	
Dealing (as an adult only): manufacturing, cultivation, supplying, transporting, distributing, or selling any controlled, illegal, or dangerous substance other than marijuana		Lifetime	
Class/Drug	Common Street Names	Experimental Use	Non-Experimental Use
<b>Narcotics</b>			
Heroin, Hydromorphone, Methadone, Morphine, Opium, Fentanyl	Apache, Big H, Black Tat, Brown Sugar, China Girl, China White, Dance Fever, Dover's Powder, Friend, Goodfella, Horse, Jackpot, Junk, Lean or Purple Drank, MTPT (New Heroin), Mud, Murder 8, Paragoric, Sippin Syrup, Smack, Tango, TNT	<5 years	< 10 years
<b>Stimulants</b>			
Cocaine, Khat, Methamphetamine	Cat, Coke, Crank, Crystal, Flake, Ice, Pellets, R-Ball, Skippy Snow	<5 years	< 10 years
<b>Depressants</b>			
Barbiturates GHB Rohypnol	Barbs, Georgia Home Boy, GHB, Grievous Bodily Harm, Liquid X, Nerve Pills, Phennies, R2, Reds, Roofies, Rophies, Tranks, Yellows	<5 years	< 10 years
<b>Hallucinogens</b>			
Ketamine, LSD, PCP, Peyote, Mescaline, Psilocybin	Acid, Blotter, Blotter Acid, Cubes, Doses, Fry, Mind Candy, Special K, STP	<5 years	< 10 years
<b>Anabolic Steroids</b>			
	Arnolds Juice, Pumpers, Roids, Stackers, Weight Gainers	<5 years	< 10 years
<b>Inhalants</b>			
	Gluey, Huff, Rush, Whippets	<5 years	< 10 years

<b>Other Drugs of Concern</b>			
Bath Salts/Designer Cathinones, Kratom, Salvia Divinorum	Bliss, Blue Silk, Cloud Nine, Drone, Energy-1, Ivory Wave, Lunar Wave, Maria Pastora, Meow Meow, Ocean Burst, Pure Ivory, Purple Wave, Red Dove, Rojo, Sally-D, Salvia, Snow Leopard, Stardust, Vanilla Sky, White Dove, White Knight, White Listening	<5 years	< 10 years
K2/Spice	Black Magic, Blaze, Crazy Clown, Demon, Dream, Fire, Gennie, Mr. Nice Guy, Ninja, Paradise, RedX Dawn, Sence, Serenity, Skunk, Smoke, Spike, Yucatan, Zohai	<5 years	< 10 years
Ecstasy/MDMA	Adam, Beans, Clarity, Disco, Biscuit, E, Eve, Go, Hug Drug, Lover's Speed, Peace, STP, X, XTC	<5 years	< 10 years
Prescription Opioid (Oxycodone, OxyContin, Percocet, Endocet, Roxicodone, Roxicet, Hydrocodone)	Hillbilly, Kicker, Oc, Ox, Roxy, Perc, Oxy	<3 years	< 10 years
Prescription Amphetamine (Dexedrine, Adderall, Obetrol, Ritalin)	Bennies, Black Beauties, Uppers, Vitamin R	<3 years	< 10 years
Prescription Benzodiazepines (Valium, Xanax, Halcion, Ativan, Librium, Tranxene, Paxipam, Serax, Centrax, Doral, Klonopin, Prosom, Dalmane, Restoril, Versad)	Benzos, Downers	<3 years	< 10 years
Peyote, Mescaline, Psilocybin	Buttons, cactus, Mesc, Magic Mushrooms, Mushrooms, Peyote, Shrooms	<5 years	< 10 years
DXM (over-the-counter cough suppressor)	CCC, Dex, Poor Man's PCP, Robo, Skittles, Triple C, Velvet	<3 years	< 5 years
Marijuana/Cannabis/THC		>1 year prior to testing with the Gresham Police	>1 year prior to testing with the Gresham Police

**Experimental drug use means:**

The infrequent use of a drug to satisfy a curiosity about its effects. It also means the infrequent recreational use of a drug, or the infrequent use of a prescription drug not prescribed to the individual but for a purpose consistent with the drug's intended use.

**Nonexperimental drug use means:**

The use of a drug with sufficient frequency that it constitutes habitual use or drug dependency.

**Note: *This list is not all inclusive and items not listed will be reviewed on a case-by-case basis***