

Clearcreek Fire District

Disqualification Criteria for Clearcreek Fire District Employment

The public places a higher level of standard or "what they expect" of firefighters than they do for most other occupations in both the public and private sectors. For this reason, it is expected that candidates for the position of firefighter must demonstrate, through a comprehensive review of their past history, a higher standard in their personal character than would be required for employment outside the fire service. As such, the Clearcreek Fire District standards of expectations place strong emphasis on qualifying and disqualifying criteria.

The following criteria are considered in **disqualifying** candidates from being appointed as a Firefighter for Clearcreek Township. They are applicable for all candidates, done so in a fair, equitable, and consistent manner. It would be impossible to list all reasons for which a candidate might be disqualified from consideration. As such, the below list should be considered a non-exhaustive list of reasons for disqualification. Clearcreek Township reserves the right to disqualify candidates for other serious issues that are not listed below, as circumstances warrant, and will do so in a fair, equitable and consistent manner.

Cooperation/Successful Completion/Age

- Failure to provide complete and accurate information on the Personal History Questionnaire or information requested during the Personal History Evaluation.
- Failure to respond to written notification within the specified time period.
- Failure to appear or be on time for **ANY** required phase in the selection process (except for a bona fide unexpected circumstance), or any other uncooperative or non-compliant act.
- Failure to successfully complete a required examination, assessment, evaluation, or test.
- Not a United States citizen at least eighteen (18) years of age.

Honesty/Falsification

- Any intentional falsehood, misleading statement or attempt to conceal disqualifying information during the selection process.
- A finding of deception as a result of the Polygraph Examination.
- Serious, intentional dishonesty in personal or employment relationships, such as concealing illicit drug, alcohol, gambling or sexual activity from one's spouse or concealing negative job history from prospective employers.
- Failure to disclose juvenile criminal records or expunged or sealed criminal records. (Note: such criminal offenses will not be held against the applicant. Rather, the issue is honest disclosure of full criminal history.)

Employment History

- A history of poor work performance, poor attendance/tardiness record, poor disciplinary record, or inability to get along with others in the workplace.
- Resignation in lieu of disciplinary action, discharge or filing of criminal charge that is not satisfactorily explained.

Military History

- Having received anything less than an Honorable Discharge from military service.
- Conviction of any article of the Uniform Code of Military Justice that would be equivalent to a felony, domestic violence, or misdemeanor act of violence under the Ohio Revised Code.

Criminal History

- Conviction or admission of an offense as an Adult defined as a **felony crime** in the Ohio Revised Code.
- Conviction or admission of an offense as a Juvenile defined as a **felony crime of violence** in the Ohio Revised Code.
- Conviction as an Adult of an **M-1 or M-2 misdemeanor** as listed in the Ohio Revised Code, within five (5) years preceding the date of application.
- Verified or admission as an Adult to a pattern of theft offenses, including thefts from employers or any theft while employed in a position of trust.
- Verified or admission to filing a fraudulent insurance claim or fraudulent application for welfare, workers' compensation, unemployment compensation, or other public assistance program.
- Verified or admission to being listed on any sexual offender or sexual predator list.
- Note: As mentioned above, applicants are required to disclose juvenile criminal history as well as expunged/sealed criminal history. Such offenses will not be held against the applicant.

Gambling Involvement

- Verified or admission to addictive or compulsive gambling habit.
- Verified or admission to engaging in any activity that would indicate a past history of association or involvement with illegal gambling, to include any other organized crime areas of concern.

Driving Habits/Traffic Violation History

- Conviction of vehicular homicide.
- Conviction of OMVI within six (6) years preceding the date of application.
- Verified or admission to three (3) or more incidents of driving a motor vehicle while intoxicated within six (6) years preceding the date of application.
- Conviction of three (3) or more moving violations within one (1) year preceding the date of application.

- Driver license revocation or suspension due to points violation or Financial Responsibility Act suspension within five (5) years preceding the date of application.
- Three (3) or more 'at fault' traffic crash citations within five (5) years preceding the date of application.

Substance Abuse History

- The current use of alcohol to a level that would indicate abuse, dependency, or level of inability to function without the use of alcohol for any period of time. Must show a recovering history of non-use of at least two (2) years preceding the date of application.
- Conviction or admission to any illegal sale of controlled substances.
- Verified or admission to use or purchase EVEN ONCE of cocaine, heroin, LSD, 'crack', 'crank', or PCP.
- Verified or admission to use or purchase EVEN ONCE of marijuana or other hallucinogens, narcotics, prescription drugs (without prescription), steroids, or any other illegal drug or narcotic within two (2) years preceding the date of application.
- Verified or admission to use of any chemical substance used for the sole purpose to obtain a state of intoxication/euphoria and for which a legitimate medical basis for "concern" exists.
- Verified or admission to providing controlled substances to a minor or person underage or providing alcohol to a minor or person underage while an Adult (over the age of 18).

Family History

- Verified or admission to afflicting physical, sexual or emotional abuse to one's spouse, ex-spouse, child, stepchild, parent or any other relative or person with whom one has lived or had a relationship.
- Non-compliance with a court order or legal contract to provide child support, alimony, or other financial responsibility as determined by finding of a court of law.
- Intentional violation of any protective or temporary restraining order as determined by finding of a court of law.
- Conviction for domestic violence as defined in the Ohio Revised Code.

Sexual Activity History

- Verified or admission to sexual abuse of any person.
- Verified or admission to sexual activity with a minor while an Adult (except where the minor is at least 16 years of age and there is no more than three years' difference in age, so long as the activity was consensual).
- Verified or admission to sexual activity with a prostitute where this is prohibited by law.
- Engaging in, soliciting, promoting, procuring, or compelling prostitution.

- Verified or admission to displaying, disseminating or pandering obscenity, sexually oriented material or other matter harmful to children.
- Verified or admission to incest, sexual activity with animals, voyeurism, public indecency, importuning, molestation, or any other perverse sexual conduct as defined in the Ohio Revised Code.
- Excessive viewing or use of pornography that would indicate abuse, dependency, or level of inability to function without pornography for any period of time.
- Verified or admission of significant history of adultery.
- Verified or admission of posting of perverse or obscene photographs or videos of oneself on the Internet (or permitting others to post such photographs or videos) or posting such photographs or videos of others.

Financial History

- History of garnishments, bankruptcy, other civil actions, late payments of obligations, or formal credit history that would indicate a lack of honesty and maturity in addressing financial obligations, that is not satisfactorily explained.
- Verified or admission of accepting bribes in the course of public service.

Other Conduct

- Verified or admission to having a history of bias based on race, color, ethnicity or national origin, religion, sex, sexual orientation, gender identity, age, disability or other social intolerance.
- Verified or admission to having violated any Ohio ethics law, including abuse of a position of trust through a theft of time or service in an employment setting.
- Verified or admission to any pattern of repeated abuse of authority, lack of respect for authority or law, or lack of respect for the dignity and rights of others.
- Verified or admission to having any medical or psychological condition that would preclude meeting the responsibilities and performing all the duties of a Firefighter.
- Verified or admission to having cheated on any examination for a position in public service.