



WOODLAND POLICE DEPARTMENT

200 E Scott Avenue
Woodland, WA 98674
(360)225-6965

BACKGROUND INVESTIGATION PROCESS: AUTOMATIC DISQUALIFIERS

For **Police Officer, Police Service Clerk (PSC), Evidence Technician**

**A candidate who has engaged in any of the following activity will automatically be disqualified from the selection process for police officer, PSC, Evidence Tech and will not be eligible to re-apply for employment for 12 months.*

Drug use	<ol style="list-style-type: none">1. Prescription drugs: Pattern of illegal use or misuse of prescription medication in three (3) years2. Any use of illegal drugs by free-basing or needle injection3. Felony drug conviction of any kind4. Any use of illegal drugs while employed by a law enforcement agency5. Any participation in the manufacture, sale, distribution or transport for sale of any illegal drugs with the exception of marijuana6. If not covered above, refer to the Drug Use Disqualification Matrix <p><i>Any drug use that is not an automatic disqualifier will be assessed on a case-by-case basis.</i></p>
Criminal Activity¹	<ol style="list-style-type: none">1. Any adult felony conviction2. 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.3. Conviction of a sex related crime and/or required to be registered on the Sex Offender Registry at any age <p><i>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 misdemeanor while employed with a law enforcement agency.</i></p>

<p>Sexual Behavior²</p>	<ol style="list-style-type: none"> 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): Knowingly producing, distributing, obtaining, accessing or possessing any visual depiction of child pornography, film, video, picture, computer- or computer-generated image of picture, whether made or produced by electronic, mechanical or other means 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
<p>Driving Record</p>	<ol style="list-style-type: none"> 1. Any criminal traffic conviction in WA. or similar offense in another state within five (5) years. Examples include: DUI, reckless driving, negligent driving or hit and run 2. Suspension or revocation of driver's license for traffic crimes or violations with three (3) years of the date of suspension or revocation 3. Three or more moving violations as defined in WAC 308-104- 160 in three (3) years from last violation 4. An attempt to elude conviction when candidate is over 21 years of age 5. Any criminal traffic conviction in WA. or similar offense in another state within five (5) years. Examples include: DUI, reckless driving, negligent driving or hit and run 6. Suspension or revocation of driver's license for traffic crimes or violations with three (3) years of the date of suspension or revocation 7. Three or more moving violations as defined in WAC 308-104- 160 in three (3) years from last violation 8. An attempt to elude conviction when candidate is over 21 years of age <p><i>The driving record will be carefully reviewed and any items that are not automatic disqualifiers will be assessed on a case-by-case basis.</i></p>

Military Involvement³	<p>Discharge or dismissal from any military service that is other than honorable</p> <p><i>An “uncharacterized” discharge is not an automatic disqualifier and will be assessed on a case-by-case basis</i></p>
Financial Record⁴	<p>Credit history will be thoroughly assessed with particular attention to the following:</p> <ol style="list-style-type: none"> 1. Failure to pay income tax or child support 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
Certification as Police Officer	<p>Previous revocation or denial of certification as a police officer, or suspension of current certified status</p>
Body Modifications	<ol style="list-style-type: none"> 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 Woodland Police Department. 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

<p>Personal Conduct During WPD Hiring Process⁵</p>	<ol style="list-style-type: none"> 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 WPD 2. Deliberately providing false or misleading information concerning relevant facts to the background investigator, polygraph examiner, interview panel, or other individual acting as an agent of WPD during any stage of the hiring and selection process for a police officer, PSC, Evidence Tech, position with WPD 3. Refusal, or failure without reasonable cause, to undergo or cooperate with any required step of the WPD hiring and selection process, including but not limited to meeting with the background investigator, interview panel, polygraph examiner, examining psychologist or physician or completing evaluative forms or releases 4. Refusal to provide full, frank and truthful answers to lawful questions of the background investigator, polygraph examiner, interview panel, or other individual acting as an agent of WPD during any stage of the hiring and selection process for a police officer, PSC, Evidence Tech, position with WPD 5. Any failure to comply with rules for the protection of classified or other sensitive information
<p>Behavioral Traits</p>	<p>Receives unacceptable rating on Behavioral Traits assessment. Unacceptable ratings include “high risk” and indeterminable</p>

Note: *Time periods refer to the time period prior to the first day of testing for police officer with WPD*

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 can raise questions about an individual's reliability, trustworthiness and ability to protect public safety.

2 *Sexual Behavior:*

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.

Disqualifying Offenses Related to the Use of Controlled & Dangerous Substances for Police Officer, PSC, Evidence Tech,
Applicants to the Woodland Police Department

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
Narcotics			
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
Stimulants			
Cocaine Khat Methamphetamine	Cat, Coke, Crank, Crystal, Flake, Ice, Pellets, R-Ball, Skippy Snow	<5 years	<10 years
Depressants			
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
Hallucinogens			
Ketamine, LSD, PCP, Peyote, Mescaline, Psilocybin	Acid, Blotter, Blotter Acid, Cubes, Doses, Fry, Mind Candy, Special K, STP	<5 years	<10 years
Anabolic Steroids	Arnolds Juice, Pumpers, Roids, Stackers, Weight Gainers	<5 years	<10 years
Inhalants	Gluey, Huff, Rush, Whippets	<5 years	<10 years
Other Drugs of Concern			
Bath Salts/Designer Cathinones, Kratom, Salvia Divinorum	White Lightening 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,	<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	<5 years	<10 years
Prescription Amphetamine (Dexedrine, Adderall, Obetrol, Ritalin)	Bennies, Black Beauties, Speed, Uppers, Vitamin R	<5 years	<10 years
Prescription Benzodiazepines (Valium, Xanax, Halcion, Ativan, Librium, Tranxene, Paxipam, Serax, Centrax, Doral, Klonopin, Prosom, Dalmane, Restoril, Versad)	Benzos, Downers	<5 years	<10 years
Peyote, Mescaline, Psilocybin	Buttons, cactus, Mesc, Magic Mushrooms, Mushrooms, Peyoto, Shrooms	<5 years	<10 years
DXM (over-the-counter cough suppressor)	CCC, Dex, Poor Man's PCP, Robo, Skittles, Triple C, Velvet	<5 years	<10 years
Marijuana/Cannabis/THC		At the time of application the applicant cannot have used marijuana/cannabis/THC or its derivatives within the previous 6 months.	At the time of application the applicant cannot have used marijuana/cannabis/THC or its derivatives within the previous 6 months.

Experimental 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 prescription drug not prescribed to the individual but for a purpose consistent with the drugs intended use. Non experimental drug use involves the use of a drug with sufficient frequency that it constitutes habitual use or drug dependency.

This list is not all inclusive and items not listed will be handled on a case-by-case basis.