

Lufkin Police Department employment disqualifiers:

THE FOLLOWING SHALL BE DISQUALIFYING:

- A. Receipt of three or more moving violations within three years or a reckless driving conviction within five years prior to application. Moving violations for which there is a factual finding of innocence shall not be included.
- B. Involvement as a driver in two or more chargeable (at fault) collisions within three years prior to date of application.
- C. A conviction for driving under the influence of alcohol (DUI or DWI) and/or drugs within 10 years preceding the date of application or during the hiring process.
- D. Any forgery, alteration, or intentional omission of material facts on an official employment application document, or sustained episodes of academic cheating.
- E. Conviction of any criminal offense classified as a Class A misdemeanor under Texas law or similar law of another state.
- F. Conviction of any criminal offense classified as a Class B misdemeanor under Texas law or similar law of another state within 10 years prior to application.
- G. Conviction of any act amounting to a felony under Texas or federal law, to include the Uniform Code of Military Justice (UCMJ).
- H. Admission of having committed any act amounting to a felony under Texas or federal law, to include the Uniform Code of Military Justice (UCMJ), other than acts addressed by policy 940.3.9, Illegal Use or Possession of Drugs.
- I. Admission(s) of or administrative conviction of any act while employed as a peace officer (including military police officers) involving lying, falsification of any official report or document, or theft.
- J. Conviction of any act of family violence as defined by law.
- K. A pattern of resigning from any paid position without notice.
- L. Having any outstanding warrant of arrest at any point during the application or hiring process.
- M. Having been disciplined by any employer, including the military and/or any law enforcement training facility, for acts constituting racial, ethnic, or sexual harassment or discrimination.
- N. Having been disciplined by any employer as an adult for fighting in the workplace.
- O. Any act amounting to assault under color of authority, or any other violation of federal or state Civil Rights laws.
- P. Failure to properly report witnessed criminal conduct committed by another law enforcement officer.
- Q. The following examples of illegal drug use or possession shall be considered automatic disqualifiers, with no exceptions:
 1. Applicants who have an established pattern of illegal use or possession of any class of a controlled substance, including marijuana, as defined by the Texas Health and Safety Code will be rejected. This includes prescription drugs not prescribed to the applicant for their use, anabolic steroids, and designer type drugs. Evaluation will be based upon; how the drug was obtained, the number and frequency of use, the intended purpose, type of drug, and from whom the drug was obtained.
 2. Any adult sale, manufacture, or cultivation of a drug or illegal substance.

3. Failure to divulge to the Department any information about personal illegal use or possession of drugs.
4. Any drug test of the applicant, during the course of the hiring process, where illegal drugs are detected.