



Snake River Juvenile Detention Center

EMPLOYMENT DISQUALIFIERS

The following list of actions or behaviors may result in an applicant being disqualified from consideration for employment. This list of disqualifiers is intended as a guide for employment candidates and is not all inclusive. Other factors that are not listed may also result in a candidate being disqualified from employment consideration.

Note: Where the term "conviction" is used, it shall include any conviction in a federal, tribal, state, county or municipal court; a voluntary forfeiture of bail, bond, or collateral deposited to secure a defendant's appearance in court as a final disposition; the payment of a fine; a plea of guilty, nolo contendere, or a finding of guilt regardless of whether the sentence is imposed, suspended, deferred or withheld; the charge dismissed or the record expunged.

Disqualifiers include but are not limited to:

1. Failure to meet minimum job qualifications.
2. History of job terminations for disciplinary problems.
3. Five (5) or more moving traffic offenses within three (3) years prior to application.
4. Driver's license suspensions or driving without privileges convictions within three (3) years prior to application.
5. D.U.I. convictions within three (3) years prior to application.
6. Falsification, deliberate misrepresentation or omission of information on employment application or any supporting documents or interviews.
7. Any history of behavior involving dishonesty, unprofessional conduct, unethical conduct, or immoral conduct which may affect the applicant's ability to perform the duties of a Juvenile Detention Officer.
8. A conviction of any misdemeanor drug offense or crime of deceit within five (5) years prior to application.
9. Any arrest or conviction for domestic violence.
10. Any conviction of any misdemeanor child abuse or sex crimes including peeping Tom type crimes.
11. A conviction for any other misdemeanor within two (2) years prior to application.
12. Any felony conviction. (Juvenile convictions will be reviewed on a case-by-case basis.)
13. The commission of any serious felony, whether arrested or convicted, such as murder, attempted murder, rape, robbery and aggravated assault.
14. Use of marijuana or similar drugs within five (5) years prior to application.
Note: Consideration may be given for experimentation vs constant user/abuser. Polygraph confirmation is required before an exception may be considered.
15. Abuse or unlawful use of prescription drugs, stimulants, barbiturates or steroids within five (5) years prior to application.
Note: Consideration may be given for experimentation vs constant user/abuser. Polygraph confirmation is required before an exception may be considered.
16. Use of "hard" illegal drugs within eight (8) years prior to application, i.e.: methamphetamine, LSD, cocaine, heroin, hallucinogens, mescaline, psilocybin mushrooms, Quaaludes, opium, speed, etc.
Note: An exception to this policy may be granted for a single, experimental, one-time use only within the time periods described. Polygraph confirmation is required before an exception may be considered.
17. Any sale, manufacture, cultivation or transport of any illegal narcotics, drugs or marijuana.
18. A "dismissal," "bad conduct discharge" (BCD), "dishonorable discharge" (DD), or administrative discharge of other than honorable (OTH), "general under honorable conditions" (GEN) discharge, a "general" discharge, or an "uncharacterized" discharge from the military service will disqualify the candidate.