



**POLICE ACTIVITIES LEAGUE OF SW WASHINGTON'S  
BACKGROUND INVESTIGATION PROCESS: AUTOMATIC DISQUALIFIERS**

**For Permanent Staff with the Police Activities League of SW Washington (PAL).**

*A candidate who has engaged in any of the following activity will automatically be disqualified from the selection process within the Police Activities League of SW Washington and will not be eligible to re-apply for employment for 12 months.*

<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 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> <li>6. If not covered above, refer to the Drug Use Disqualification Matrix</li> </ol> <p><i>Any drug use that is not an automatic disqualifier will be assessed on a case-by-case basis</i></p>
<p><b>Criminal Activity<sup>1</sup></b></p>	<ol style="list-style-type: none"> <li>1. Any adult felony conviction</li> <li>2. Conviction of a sex related crime and/or required to be registered on the Sex Offender Registry at any age</li> </ol> <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.</i></p>
<p><b>Sexual Behavior<sup>2</sup></b></p>	<ol style="list-style-type: none"> <li>1. Engaging in the following behavior as an adult: 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> <li>2. Knowingly obtaining or accessing sexually explicit images at work or in the workplace as a law enforcement officer whether made or produced by electronic, mechanical, or other means</li> </ol>

<b>Military Involvement<sup>3</sup></b>	<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>
<b>Body Modifications</b>	<ol style="list-style-type: none"> <li>1. Any body art, tattoo, or other modification (such as branding or gauges) that 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 Police Activities League of SW Washington.</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>
<b>Personal Conduct During PAL Hiring Process<sup>4</sup></b>	<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 PAL</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 PAL during any stage of the hiring and selection process with PAL</li> <li>3. Refusal, or failure without reasonable cause, to undergo or cooperate with any required step of the PAL hiring and selection process, including but not limited to meeting with the background investigator or interview panel, or completing evaluative forms or 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 PAL during any stage of the hiring and selection process for a position with PAL</li> <li>5. Any failure to comply with rules for the protection of classified or other sensitive information</li> </ol>

## **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 work for PAL.

## **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. 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 All  
Permanent Position within the Police Activities League of SW Washington

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, Paregoric, 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	<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.*