



BRUNSWICK COUNTY SHERIFF'S OFFICE

EMPLOYMENT DISQUALIFIERS

Any one or more of the following could disqualify an applicant from further consideration for employment.

Certification:

- Failure to be eligible for certification by the North Carolina Sheriff's Training and Standards Commission.
- Revocation of certification by any board or commission for Giglio, criminal, or personal misconduct.

Automatic Disqualification:

- Untruthfulness or falsification of any application, certificate, credential, interview, test, document associated with the application for this, or any future position.
- Failure to provide complete and accurate information any time during the application process or other documents associated with this position.

Credit:

- Known unsatisfied civil judgments at time of the application other than traffic fines and cost
- Any arrears in child support or failure to pay child support

Criminal history:

- Any felony conviction
- Certain misdemeanor convictions, including but not limited to; assault, sexual offense, stalking, gun related offense, or habitual charge of any offense.
- Any Domestic Violence Protective Order ("DVPO") issued pursuant to N.C. Gen. Stat. § 50B-3 or a valid domestic violence protective order entered by the courts of another state or the courts of an Indian tribe.
- Any conviction for an offense arising from a domestic violence as defined by 18 U.S. code Section 921 (a).
- Failure to disclose known expungements of charges arising from any state or jurisdiction

Drugs:

- Involvement in the unlawful sale, possession, delivery, and traffic of any controlled substance which leads to an arrest or conviction.
- Use of any drug scheduled in the Controlled Substance Act of North Carolina (schedule I).
- Unless medically prescribed, use of any drug scheduled in the Controlled Substance Act of North Carolina (Schedule II-V) within the past five (5) years immediately preceding the date of application.
- Knowingly use of marijuana or any intoxicating cannabis- or hemp-derived cannabinoid or THC product within the six (6) months immediately preceding the date of application, regardless of whether such use was lawful under any state's law. A history of regular, or repeated use of any controlled substance deemed by the Sheriff or his designee
- Use of a legal substance with the intent to abuse such substance or an extended period of use determined by the Sheriff or his designee.

Traffic:

- Conviction in any jurisdiction of Driving Under the Influence of Drugs or Alcohol within the seven (7) years immediately preceding the date of application.
- Refusal to take a Blood or Breath Test as required by the implied consent law of any jurisdiction.
- Conviction for Eluding Police, Hit and Run, Vehicle Speed Competition or Death by Motor Vehicle.
- The suspension or revocation of driving privileges in any jurisdiction within the past five (5) years for any reason other than failure to pay fines and costs.

Other:

- Not a United States Citizen.
- Background investigation indicates a less than acceptable job performance with past employers.
- Behavior unsuitable or inappropriate for a Deputy Sheriff/Detention Officer/tele-communicator as determined by the Sheriff or his designee to include but not limited to; social media posts that are offensive, controversial or political, less than desirable employment history, etc.
- Failure to comply with deadlines to return requested information to the background investigator and the Brunswick County Sheriff's Office.
- Refusal to take CVSA and Polygraph Tests.
- Dishonorable Discharge from any military service, a less than Honorable or General Discharge may be reviewed on a case-by-case basis.

Applicant Acknowledgment

I acknowledge that I have read and understand the Employment Disqualifiers established by the Brunswick County Sheriff's Office. I certify that none of the listed disqualifiers applies to me to the best of my knowledge.

I understand that my eligibility for employment is contingent upon the truthfulness and completeness of the information I provide throughout the application and hiring process. I further understand and agree that if, at any time during the hiring process, the Brunswick County Sheriff's Office determines that one or more employment disqualifiers applies to me, or that I have omitted, concealed, or misrepresented any material information relating to a disqualifier, my application will be immediately removed from further consideration, and the employment process will be terminated.

By signing below, I certify that I have read, understand, and acknowledge the foregoing.

Applicant Signature: _____ Printed Name: _____

Date: _____

Sworn to and subscribed before me this _____ day of _____,

NOTARY PUBLIC

My Commission Expires: _____