



Leon County Sheriff's Office  
Disqualifications from Employment



**Current Disqualifications**

- **Administrative:**
  - Falsification or untruthfulness of the information obtained during the selection process, written or oral.
  - Failure to successfully complete the hiring screening process including background; inability to verify/validate references.
  - Any pending internal investigation, administrative investigation or investigation by the CJSTC.
  - Separation, abandonment, resignation or retirement from an employer or agency while under criminal, internal or administrative investigation.
  - Proof of membership in or association with any organization that exposes or supports discrimination of any kind or is known to have been involved in criminal activity.
  
- **Military:**
  - Dishonorable discharge from any of the Armed Forces of the United States.
  
- **Criminal History:**
  - Any felony conviction.
  - Any misdemeanor conviction, including pleas of nolo contendere, involving perjury or a false statement; any misdemeanor conviction involving domestic violence, abuse of a child, elderly or disabled person, or conviction of a sexual nature.
  - Any pending criminal investigation, indictment or pending criminal charges without a final disposition in the courts.
  
- **Prison Rape Elimination Act (PREA 115.17), the LCSO shall review all incidents of sexual harassment on a case by case basis and shall not hire anyone who may have contact with inmates who:**
  - Has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution.
  - Has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse.
  - Has been civilly or administratively adjudicated to have engaged in the activities previously mentioned.
  
- **Driving History:**
  - All Positions – any felony traffic conviction including adjudication withheld.
  - Driving Positions – designation as a Habitual Violator on a driver's license record at any time, more than two (2) moving violations in the last 12 months and refusal of a Blood Alcohol Content test within the last three (3) years.
  
- **Drug Use History:**
  - Any marijuana use within the last three (3) years.
  - Any use of high profile illegal substances including but not limited to heroin, cocaine, meth, opiates, benzodiazepines, mushrooms, LSD, illegal steroids or other drugs not prescribed to you within the last five (5) years.
  - Illegal sale, distribution or transport of narcotics or controlled substances.

**ANY DISQUALIFICATION FACTOR NOT LISTED ABOVE DEEMED BY THE SHERIFF NOT TO BE IN THE BEST INTEREST OF THE AGENCY OR TO THE CITIZENS OF LEON COUNTY.**