

Norfolk Police Department

Automatic Disqualifiers:

The following automatic disqualifiers will result in the immediate discontinuance of your employment application being processed:

Criminal Conduct:

- Conviction of drunk driving or driving under the influence within the three years of applying.
- Conviction of hit and run (personal injury involved).
- Conviction of hit and run (property) within three years of applying.
- Conviction of any offence involving moral turpitude, including concealment, bad checks, embezzlement, and or perjury. Larceny conviction within three years of applying.

Driving Record:

- Driver's license suspension within the past 12 months because of moving violations (misdemeanors or traffic infractions).
- Extensive moving violation (misdemeanors or traffic infractions) convictions (resulting in more than 10 Department of Motor Vehicles demerit points).

Use of Narcotics or Drugs:

- Any use of a controlled substance listed in Schedule I of the Code of Virginia. (Includes Heroin, LSD, MDMA, etc., excludes the use of marijuana).
- Any non-medicinal use of a controlled substance listed in Schedule II of the Code of Virginia (includes Cocaine, Hydrocodone, Oxycodone, Methamphetamine, PCP, etc.) within five years of applying. Any non-medicinal use of such substances older than five years before applying shall be an automatic **disqualifier if it involved more than minimal experimentation.**
- Any non-medicinal use of a controlled substance listed in Schedules III-VI of the Code of Virginia (includes illegal steroids, huffing, etc.) or any noxious chemical inhalant, within six months of applying.
- Any use of marijuana or hashish after applying.

- Any substantiated illegal act arising from the possession, sale, manufacture or distribution of any narcotic, controlled substance, or dangerous drug, as defined by state, or federal law, except the use of marijuana before applying.

Military:

- Dishonorable discharge from the military.

Honesty:

- Deceit or dishonesty in the application or examination process.