

## NON-DISCRIMINATION POLICY

Whatcom County provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, national origin, sex, age, marital status, sexual orientation, disability, military service, genetics, and any other legally protected class. Whatcom County also complies with applicable state and local laws governing nondiscrimination in employment. Women and minorities are encouraged to apply.

## AUTOMATIC DISQUALIFIERS

Applicants should **NOT** apply to our agency if they indicate **ANY** of the following. If you have questions or concerns about the disqualifiers, please contact **the Sheriff's Office Administrative Assistant at 360-778-6600**

<b>Felony/ Misdemeanor</b>	Conviction for any felony offense or for any misdemeanor or gross misdemeanor offense involving violence, theft, moral turpitude, sex crimes, altering documents, false statements, computer trespass, controlled substances or crimes evidencing disrespect for the rights of others. The term conviction shall include any disposition adverse to the applicant, except a decision not to prosecute, a dismissal, or an acquittal. A dismissal entered after a period of probation, suspension, or deferral of sentence is considered a disposition adverse to the applicant.
<b>Driving</b>	Conviction for driving while intoxicated or related charges, reckless driving, hit and run, criminal negligent driving or driving while license suspended or revoked within the past 5 years. The term conviction shall include any disposition adverse to the applicant, except a decision not to prosecute, a dismissal, or an acquittal. A dismissal entered after a period of probation, suspension, or deferral of sentence is considered a disposition adverse to the applicant.
<b>Group Involvement</b>	Any involvement in an organization as a participant, officer or employee of any organization, association or group that advocates the overthrow of our government by unlawful means, advocates or approves committing acts of force or violence to deny others their legal rights or wants to change our form of government by unconstitutional means.
<p><b>The following factors will also be considered in determining whether an applicant possesses the requirements for appointment to the Whatcom County Sheriff's Office.</b> This list is not intended to be exhaustive and other causes may result in the applicant's removal from the selection process. Factors that will be considered include but are not limited to the nature and seriousness of the act; the age and maturity of the applicant at the time of the act; the position held by the applicant at the time of the act; and factors evidencing rehabilitation or gained maturity.</p>	
<b>Employment History</b>	Demonstrated poor performance with current or prior employers that relate to a failure to follow reasonable workplace rules or maintain good work habits or unexplained instability in employment.
<b>Driving</b>	A driving history indicating a repetitive disregard for traffic laws, irresponsibility in meeting traffic court obligations, the failure to maintain required insurance or the involvement in an inordinate number of motor vehicle accidents.
<b>Financial</b>	Gross failure to make arrangement for the payment of debt or incurring debt the applicant knows or should know that he or she will be unable to repay shall be grounds for removal of the applicant unless a satisfactory explanation is provided.
<b>Honesty/ Responsibility</b>	The commission of any act evidencing unfairness, untruthfulness, cheating, dishonesty or disrespect for the rights of others. The commission of acts evidencing recklessness or irresponsibility.
<b>Criminal Association</b>	The applicant's association with persons having notoriety for involvement in criminal activity, unless satisfactorily explained.
<b>Military Service</b>	If having served in the Armed Forces of the United States, receipt of no less than a fully honorable discharge.
<b>Controlled Substances</b>	<p>For purposes of the below requirements regarding controlled substances, "possession" is defined as any unlawful control, touching, holding, selling, delivering with or without compensation, or transportation of any controlled substance or engaging in conspiracy or plans with others to do the same.</p> <ul style="list-style-type: none"> <li>• No recent possession or use (within past year) of any illegal or non-prescribed drugs, to include marijuana or any products containing tetrahydrocannabinol (THC).</li> <li>• No possession or use of non-prescribed amphetamine stimulants (excluding methamphetamines) but including Ritalin within the past 5 years</li> <li>• No possession or use of methamphetamines such as speed, crank, crystal, or ice for the past 15 years.</li> <li>• No possession or use of hallucinogenic drugs (LSD, PCP, Ecstasy/MDMA, designer drugs, hallucinogenic mushrooms, etc.) for the past 10 years or more than 5 times in a lifetime.</li> <li>• No possession or use of non-prescribed opiates (heroin, morphine, methadone, etc.) for the last 10 years or more than 5 times in a lifetime.</li> <li>• No possession or use of anabolic steroids within the past 5 years or more than 10 times in a lifetime.</li> <li>• No possession or use of cocaine including "crack" cocaine in the past 10 years or more than 5 times in a lifetime.</li> <li>• No non-prescribed/unlawful possession or use of any controlled substance subsequent to submitting an application for employment with any criminal justice or law enforcement agency within the past 15 years.</li> <li>• No non-prescribed possession or use of any controlled substance during time of, or subsequent to, any employment with any criminal justice or law enforcement agency.</li> <li>• No actual possession involving being under the influence of controlled substance while working in any safety or security sensitive position.</li> <li>• No illegal manufacture or deriving income through the possession, sale, or importation of controlled substances during lifetime.</li> </ul>