

Automatic Disqualification Factors:

Applicants are advised that the Lower Merion Police Department will automatically disqualify any applicant who does not meet the general requirements as detailed. In addition, the following information is provided regarding our criteria for automatic disqualification:

- Falsification, omission, or misrepresentation of any information during the completion of any other documents/processes associated with the employment program.
- Criminal arrests/behavior which would not reflect well on the Lower Merion Police Department. Being found guilty or pleading guilty to any crime involving moral turpitude or infamous or notoriously disgraceful conduct.
- Habitual substance abuse/use within a prescribed time frame and/or that is beyond what is considered experimental, as outlined below:

Upon receiving a conditional job offer, investigators conducting the second polygraph examination will explore and document any past medical history that may have an impact on the candidate's ability to perform the essential job functions of a police officer. The investigator will also explore and document any current or past use of illegal drugs.

The following guidelines shall be followed:

- ❖ Marijuana / Synthetic Marijuana: No usage in the twelve months prior to date of application. Zero tolerance for usage upon reaching age 25.
- ❖ Zero tolerance for Heroin, Methamphetamine, LSD or any injected illegal substance (steroids excluded).
- ❖ Schedule I, II, or III drugs, excluding those named above: No usage in five years prior to date of application. Zero tolerance for usage upon reaching the age of 25.
- ❖ Steroids. No usage in five years prior to date of application, excluding steroids prescribed by a medical doctor. Zero tolerance for usage upon reaching the age of 25.
- ❖ Prescription Medication for non-medical purposes. No recreational use in 3 years prior to date of application.
- ❖ Huffing or the internal use of another chemical or substance, e.g., household cleaner, glue, gas fumes, bath salts, etc. for any other purpose than it was intended. No usage in 3 years prior to date of application. Zero tolerance for usage upon reaching the age of 25.
- ❖ Zero tolerance for any manufacturing or distribution of any drug, illegally.

The core mission of the Lower Merion Police Department is to improve the quality of life by providing the highest level of professional police service through a partnership with the community. As such, the Department has established the core values of **Integrity**, **Professionalism**, and **Respect** and is seeking applicants who possess these traits and conduct themselves accordingly. Certain issues within a person's background have been identified which will result in automatic disqualification, including but not limited to: criminal conduct (actual arrest and/or admission of behavior whether or not arrested) and substance abuse.

Applicants are advised that all information provided is to contain no misrepresentation, falsification, omissions, or concealment of material fact and that, upon submission of any official document (on-line or otherwise), applicants swear or affirm that all information provided is true, complete, and correct to the best of their knowledge and belief. Applicants are further advised that all information provided is subject to later investigation.