

**Bainbridge Island Police Department  
Candidate Background Investigation Guidelines**

As a law enforcement agency, The Bainbridge Island Police Department adheres to strict hiring policies and will screen applicants by the following standards:

**ELIMINATORS AND NEGATIVE FACTORS**

*Any one or more of these may be cause for elimination*

1. Any criminal activity while working in the criminal justice system including military police work.
2. Any possession or use of illegal drugs in last three years.
  - Possession or use of marihuana or hashish more than fifty times regardless of time frame.
  - Any admitted abuse of prescription drugs within the last ten years.
  - Any possession or use of non-prescribed stimulants, narcotics or hallucinogenic drugs regardless of time frame.
3. Any crime that is adjudicated or admitted to as an adult that is still prosecutable under the statutes of limitations under the laws of any state of the United States of America.
4. Deception or omissions on the application or in any stage of the selection process.
5. Deception in the selection process of any law enforcement agency.
6. Any act of physical domestic violence.
7. Any driving under the influence on record within five years.
8. Two negative references.
9. More than four moving violations in the last two years. This does not include tickets for faulty equipment or parking violations.
10. Anyone failing to show up for a BIPD selection process appointment without calling or otherwise notifying ahead of time.
11. Any history of sexual harassment.
12. Previous discharge, or resignation in lieu of discharge, or unsatisfactory service with any agency or firm.

**Note: felony convictions are disqualifying. Misdemeanor convictions are disqualifying if an evaluation of their frequency, job relatedness and seriousness indicates that the individual would be a poor risk as a Bainbridge Island Police Department employee.**

The above guidelines are not all-inclusive, but are among the principal factors to be considered by the Department in evaluating an applicant's candidacy. Other factors not specifically enumerated may be disqualifying if after careful analysis it is determined that the job relatedness of the factors are such that the candidate's employment would be incompatible with the Bainbridge Island Police Department's mission and core values.