



TRAVIS COUNTY SHERIFF'S OFFICE

AGENCY DISQUALIFIERS - EFFECTIVE 09/01/2016

[TCSO Permanent Disqualifiers]

The following are permanent disqualifiers that the Travis County Sheriff's Office adheres to:

- (1) Having ever been or currently on court-ordered community supervision or probation for any offense above the grade of Class B misdemeanor
 - a. [ref: TCOLE Section 217.1 Para (a) Sub Para (4)]
- (2) Having ever been convicted of an offense above the grade of a Class B misdemeanor
 - a. [ref: TCOLE Section 217.1 Para (a) Sub Para (6)]
- (3) Having been convicted of any family violence offense
 - a. [ref: TCOLE Section 217.1 Para (a) Sub Para (7)]
- (4) Having been discharged from any military service under less than honorable conditions including, specifically;
 - a) Under other than honorable conditions;
 - b) Bad conduct;
 - c) Dishonorable; or other characterization of service indicating bad character
 - a. [ref: TCOLE Section 217.1 Para (a) Sub Para (13)]
- (5) Having had a commission license denied by final order or revoked, or have a voluntary surrender of license currently in effect
 - a. [ref: TCOLE Section 217.1 Para (a) Sub Para (14)]
- (6) Having ever been convicted for illegally furnishing or selling any controlled substance or dangerous drug including marijuana to another.
- (7) Not being of good moral character, or being known to habitually associate with those of questionable moral character
- (8) Being a member of an organization, club, society, movement, group, or combination of persons, which advocates the overthrow of the government.
- (9) Having been discharged from any city, state, federal, or private corrections institute or law enforcement agency as an Officer or Civilian for disciplinary reasons, resigning to avoid suspension or discharge or having resigned during a disciplinary investigation without final judgment being rendered.
- (10) Making false statements (lying), falsely swearing to statements or any other manner of falsifying testimony in any official matter or in any significant business transaction
- (11) Having ever been engaged in, arrested or charged for Domestic Violence offense(s).
- (12) Branding, Body Modifications and Body piercings that are visible. (Not to include piercings of reasonable size. ie: small stud earrings) Tattoos that are above the collar or any visible tattoos that could be considered offensive to any segment of the society that can't be covered.

Note: A plain uniform colored (black, white or tan) single arm appendage sleeve may be worn to cover tattoos when wearing short sleeved uniforms to cover tattoos. Not more than one arm sleeve can be worn at a time.
- (13) Having ever engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution.
- (14) Having ever 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.
- (15) Having ever been civilly or administratively adjudicated to have engaged 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.

[TCSO Temporary Disqualifiers]

The following are temporary disqualifiers that the Travis County Sheriff's Office adheres to:

- (1) Having been or currently on court-ordered community supervision or probation for a Class B misdemeanor within the last ten (10) years
 - a. [ref: TCOLE Section 217.1 Para (a) Sub Para (4)]
- (2) Having been convicted of a Class B misdemeanor within the last ten (10) years
 - a. [ref: TCOLE Section 217.1 Para (a) Sub Para (6)]
- (3) Currently under indictment for or charged with any criminal offense.
- (4) Failure of any test required as part of the Travis County Sheriff's Office application:
Failed RCV - After 3 failed attempts it is a 3 month waiting period
Failed PRT - 1 month waiting period
Failed Oral Board- after 3 failed attempts-6 month waiting period
- (5) Being convicted of five (5) or more moving traffic violations and/or negligent collisions within a 24-month period.
- (6) Having a driver's license suspended, revoked or invalid during the three (3) year period preceding the date of application.
- (7) Failing to cooperate fully with and keep all scheduled appointments, failing to supply needed documents within a specified time limit, failing to provide added information as needed, or failing to update changes within fourteen (14) days of the change will disqualify an applicant from the hiring process for a period of one (1) year.
- (8) Omitting incidents, circumstances, or information of material fact that would otherwise be used in consideration for an offer of employment, or any deceptive statement or act. This will disqualify an applicant for a minimum period of one (1) year.
- (9) A current misdemeanor charge or a Class C misdemeanor conviction within the preceding two years.
Exception: Class C traffic related offenses
- (10) Illegal use of any controlled substance, or dangerous drug within the past three (3) years from the date of the application.
- (11) Illegal use of marijuana within the past two (2) years from the date of the application, not counting use at the age of 17 or younger.
- (12) An applicant cannot apply with the Travis County Sheriff's Office while currently on probation, parole, or court-ordered community supervision for any offense. (other than traffic violations).
NOTE: Without being enumerated in the disqualifiers, if circumstances exist which indicate that an applicant is clearly unsuited for a position within the Travis County Sheriff's Office, the applicant will be rejected.

NOTES

- (1) **Commission** - The Texas Commission on Law Enforcement.
[ref: TCOLE Section 211.1 Para (a) Sub Para (13)]
- (2) **Convicted** - Has been adjudged guilty of or has had a judgment of guilt entered in a criminal case that has not been set aside on appeal, regardless of whether:
 - (a) the sentence is subsequently probated and the person is discharged from probation;
 - (b) the charging instrument is dismissed and the person is released from all penalties and disabilities resulting from the offense;
 - (c) the person is pardoned, unless the pardon is expressly granted for subsequent proof of innocence.[ref: TCOLE Section 211.1 Para (a) Sub Para (19)]
- (3) **Court-ordered community supervision** – Any court-ordered community supervision or probation resulting from a deferred adjudication or conviction by a court of competent jurisdiction. However, this does not include supervision resulting from a pretrial diversion.
[ref: TCOLE Section 211.1 Para (a) Sub Para (20)]
- (4) **Placed on probation** - Has received an adjudicated, unadjudicated or deferred adjudication probation for a criminal offense.

(5) For the purposes of this section, the commission will construe any court-ordered community supervision, probation or conviction for a criminal offense to be its closest equivalent under the Texas Penal Code classification of offenses if the offense arose from:

(a) another penal provision of Texas law; or

(b) a penal provision of any other state, federal, military or foreign jurisdiction.

[ref: TCOLE Section 217.1 Para (c)]

(6) A classification of an offense as a felony at the time of conviction will never be changed because Texas law has changed or because the offense would not be a felony under current Texas laws.

[ref: TCOLE Section 217.1 Para (d)]