

Causes for Rejection for Applicants

The Brazos County Emergency Communications District may reject an applicant for one or more of the following reasons listed below. Time calculations for an action that constitutes rejection for a specified period of time shall be calculated from the date the application for employment is submitted by an applicant.

- a) Applicant fails to pass any part of the application process, including but not limited to, typing tests, interviews, required documentation, background investigation, etc.;
- b) Applicant fails any section of the drug screen and physical tests, according to the standards set forth by the District and by the St. Joseph Occupational Health Center;
- c) Applicant fails to make application in the manner prescribed in the Personal History Statement, and/or fails to file the application with the Personnel Manager within the time limits prescribed in the Personal History Statement;
- d) Applicant is not a citizen of the United States of America by birth or naturalization. The applicant shall be considered disqualified until citizenship is obtained in compliance with federal laws;
- e) Applicant fails to demonstrate his/her ability to read, write, and fluently speak the English language. The applicant shall be considered disqualified until the deficiency is corrected;
- f) Applicant is unable to perform the essential functions of the position to which he/she seeks appointment, with or without reasonable accommodation;
- g) Applicant has engaged in, received deferred adjudication or pre-trial diversion for, or has been convicted of conduct which constitutes a Class B Misdemeanor under the Penal Code or equivalent under federal law, to include the Uniform Code of Military Justice (UCMJ) within the past ten (10) years, or any other conduct that may be unsuitable for employment with the District. Crimes involving moral turpitude may result in permanent disqualification and shall be considered on a case-by-case basis with appropriate consideration of circumstances and recency.

Applicant has engaged in, received deferred adjudication or pre-trial diversion for, or has been convicted of: conduct which constitutes a Class A Misdemeanor under the Penal Code or equivalent under federal law, to include the UCMJ, or a felony under state or federal law. Conviction of or engaging in conduct that constitutes a Class A Misdemeanor or felony shall result in permanent disqualification. An applicant shall not be considered for employment while charges are pending for any criminal offense or while he/she is currently on probation for any offense;

- h) Applicant has made any false statement in any material fact; withheld information, practiced or attempted to practice any deception or fraud in his/her application,

examination, or appointment. Depending on the variables involved, rejection may be either permanent or temporary;

- i) Applicant fails to complete or satisfactorily meet the employment process requirement of the District, including missed appointments, failure to return necessary paperwork, failure to notify the District of changes in address or telephone numbers, failure to properly complete any or all application materials, or who otherwise fails to complete application process;
- j) Applicant has used illicit substances as indicated by the following guidelines:
 - Unlawful consumption of Cocaine, Crack, Hashish, Heroin, Ice, LSD, Methamphetamine, Opium, PCP, Peyote, Rohypnol, Speed, or STP;
 - Unlawful consumption of Anabolic Steroids, Barbiturates, Ecstasy, GHB, Inhalants, Marijuana, Mushrooms, Quaaludes, or Tranquilizers within the last three (3) years or on more than three (3) occasions;
- k) Applicant has sold, manufactured, made available, delivered, or purchased any of the following: Anabolic Steroids, Barbiturates, Cocaine, Crack, Ecstasy, GHB, Hashish, Heroin, Ice, LSD, Marijuana, Methamphetamine, Mushrooms, Opium, PCP, Peyote, Quaaludes, Rohypnol, Speed, STP, Tranquilizers, or any other illegal drug;
- l) Applicant may be temporarily or permanently disqualified if it has been determined by the District, or he/she has engaged in conduct which constitutes abuse of legally obtained prescription medication(s) of another person. Conduct involving the abuse and/or misuse of prescription medication(s) shall be considered on a case-by-case basis with consideration given to circumstances and recency;
- m) Applicant shall be permanently disqualified if it has been determined by the District that, or he/she has engaged in, conduct which constitutes illegal use of felony grade substances as defined in the Texas Penal Code;
- n) Applicant consumes more than twenty (20) alcoholic beverages per week;
- o) Applicant currently uses tobacco products or is unwilling to sign the Agreement to Refrain from Use of Tobacco Products;
- p) Applicant shall be permanently disqualified if he/she has been legally married (including Common-law) to more than one person at a time;
- q) Applicant is applying for full-time employment and is not able and willing to work any day of the week;
- r) Applicant is applying for full-time employment and is not able and willing to work any time of the day or night;

- s) Applicant has been dismissed or resigned in lieu of dismissal from any employment for inefficiency, delinquency, or misconduct. Said dismissal or termination shall be considered on a case-by-case basis. Rejection under this provision shall be considered permanent;
- t) Applicant has a history of unstable work, i.e., as evidenced by frequent changing of jobs for no apparent reason excluding seasonal, student, part-time or contract work. Rejection under this provision shall be temporary in nature and an applicant shall be eligible for reapplication after a five (5) year period. Due to the variables involved, each situation shall be considered on a case-by-case basis. Rejection for employment in an illegal occupation shall be considered permanent in nature;
- u) Applicant has any of the following discharges from any military service:
- Bad Conduct;
 - Dishonorable;
 - Any other characterization of service indicating bad character, even when coincides with honorable discharge;