



STATE OF KANSAS
OFFICE OF THE ATTORNEY GENERAL

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EMPLOYMENT DISQUALIFIERS

As a criminal justice agency, the responsibilities of the OAG require public trust. Therefore, the OAG seeks to hire and employ only those whose conduct, character and behavior do not discredit either themselves or the OAG. For this reason and to ensure compliance with the Kansas Criminal Justice Information System (KCJIS) Administrative Policies and Procedures, the hiring process screens the criminal history of those applicants who are presented a conditional offer of employment. A criminal history records check will include diversions and/or expunged records.

Generally, the following may be considered to be disqualifiers for employment in any position with the OAG. This list is not comprehensive in that other factors, alone or cumulative, may preclude employment with the OAG.

- Any felony conviction.
- Any outstanding criminal charge pending adjudication.
- Sufficient misdemeanor convictions to establish a pattern of disregard for the law.
- Any sexually motivated crime or other offense requiring registration.
- Conduct relating to domestic violence.
- Any conviction of resisting arrest.
- Any conviction related to a crime of deception (theft, fraud, perjury, etc.).
- Any conviction or plea of *nolo contendere* for a serious traffic offense within the past two (2) years including, but not limited to:
 - Fleeing or Attempting to Elude a Police Officer;
 - Vehicular Homicide (misdemeanor);
 - Failure to Stop, Render Aid, or Leave Information; and
 - Racing.
- Current illegal drug use.
- Any illegal drug (except marijuana) conviction, diversion, or adjudication; or arrest without disposition.
- Any juvenile marijuana or illegal prescription drug conviction, diversion, or adjudication; or arrest without disposition within past three (3) years.
- Any adult marijuana or illegal prescription drug conviction, diversion, or adjudication; or arrest without disposition within past five (5) years.
- Any conviction or plea of *nolo contendere* within the past two (2) years for Driving Under the Influence of Drugs or Alcohol (DUI).
- Failure to meet required educational or professional licensing or certification.
- Intentionally falsifying, misrepresenting, or omitting pertinent information while completing the employment application or other pre-employment document(s).
- Deliberately making inaccurate, misleading, false, or fraudulent statements during the hiring process.