

## TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 3.12

### DISQUALIFICATION

An applicant shall be eliminated from consideration if he/she:

1. Does not possess the knowledge, skills and abilities necessary to effectively perform with or without reasonable accommodation, the essential duties of the vacant position.
2. Does not possess or is not eligible for appropriate licenses, certification, registration, or degrees required for the position.
3. Has made a false statement of material fact on the application form or supplements thereto.
4. Has not fully cooperated regarding the Board's background investigation/criminal background check of the applicant or whose background check reveals a disqualifying conviction or plea.
5. Has committed or attempted to commit a fraudulent act at any stage of the selection process; or
6. Is an alien not legally permitted to work.

An applicant may be eliminated from consideration upon other reasonable grounds relating to job requirements.

If an applicant is hired and it is subsequently discovered that any of the above disqualifying criteria apply, the employee will be terminated.

Adopted: 1/26/98  
Updated: 7/24/2012