Reject applicants for hire or lateral transfer if background investigation (or personnel file) reveals:

i. Deceit/dishonesty lying during an administrative or criminal investigation.
   1. Lying in police report (e.g., where there is a clear discrepancy between the body camera footage or a citizen’s cell phone video and what the officer alleged in the police report).
   2. Lying by omission (e.g., the suspect fell and tripped, when in fact the officer pushed the suspect causing the latter to fall).
   3. Officer’s corroboration of a lead officer’s (or other officer’s) deceit by omission
      Basis for above recommendations include, but is not limited to, the following:
      • Rule 12.2(f): Dishonesty rationally related to employment.
      • Rule 12.2(w): Any conduct rationally related to employment which impairs, disrupts, or causes discredit to the employee’s employment or the public service.

    Basis for above recommendation include, but is not limited to, the following:
    • Rule 12.2(m): conviction of a felony or misdemeanor that adversely affects employee’s ability to perform duties of the position.

iii. Sustained finding of racial animus, including but not limited to hate crimes.
    Basis for above recommendation include, but is not limited to, the following:
    • Rule 12.2(w): Any conduct rationally related to employment which impairs, disrupts, or causes discredit to the employee’s employment or the public service.

B. HIRING: The Commission understands that some of these recommendations are already in practice at SPD. Nonetheless, the Commission recommends that SPD explicitly incorporate these items into its General Orders. (SPD’s current policy on background investigations is G.O. 255.10, dated 6-14-2001)

This is the Department’s current practice. This information is included as part of the Background investigation in accordance with POST Guidelines.

If a person has been convicted of any violent felonious crime, they are ineligible to be a peace officer and would not be hired as such.

Additionally, in California, a conviction for domestic violence would prohibit one from carrying a firearm- hence one would also be prohibited from being a peace officer.
If an applicant has demonstrated or is accused of demonstrating any of these behaviors, the information is brought to the attention of the Background’s Sergeant, Personnel Captain, and Chief of Police.

**APPENDIX**

California Commission on Peace Officer Standards and Training, Background Investigation Manual:
- [https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator](https://post.ca.gov/background-investigation-manual-guidelines-for-the-investigator)
- [https://post.ca.gov/portals/0/post_docs/publications/background-investigation-manual/Background_Investigation.pdf](https://post.ca.gov/portals/0/post_docs/publications/background-investigation-manual/Background_Investigation.pdf)

As of January 1, 2022, Senate Bill 2 was enacted and authorizes the California Commission on Peace Officer Standards and Training to decertify peace officers.
- [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB2](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB2)