

# DRUG POLICY



*SERVING THOSE WHO PROTECT, PROTECTING THOSE WHO SERVE*

## U.S. NAVAL CRIMINAL INVESTIGATIVE SERVICE DRUG POLICY

The U.S. Naval Criminal Investigative Service is firmly committed to a drug-free society and workplace. The unlawful use of drugs by NCIS employees is not tolerated, and those who apply for employment with the NCIS and currently use illegal drugs are considered unsuitable for employment. While we do not condone prior unlawful drug use by applicants, we realize some otherwise qualified applicants may have experimented with illegal drugs at some point in their past. The following policy sets forth criteria for determining whether applicants' prior use of illegal drugs renders them unsuitable for employment. The policy balances the needs of the NCIS to maintain a drug-free workplace and the public integrity necessary to accomplish its law enforcement and counterintelligence mission with the desirability of affording employment opportunities to the broadest segment of society, consistent with those needs.

### CRITERIA

- Applicants who have illegally used drugs while in law enforcement or a prosecutorial position, or while employed in a position requiring a U.S. Government security clearance are considered unsuitable for employment.
- Applicants who have deliberately misrepresented their drug history in their application are considered unsuitable for employment.
- Applicants who have been involved in the cultivation, manufacture, distribution, processing, or sale of any illegal drug for profit are considered unsuitable for employment.
- Applicants who have used cannabis and/or anabolic steroids or any derivatives thereof, within the past three (3) years are considered unsuitable for employment during the requisite 3-year time frame. An applicant's experimental use of the above referenced drugs, which occurred more than three (3) years prior to the application for employment, will be considered based on an evaluation of factors.
- Applicants who have used any prescription drug or a legally obtainable substance in a manner for which it was not intended within the past three (3) years prior to the application for employment, will be considered based on an evaluation of factors.
- Applicants who have illegally used any drug (other than experimental use of cannabis and/or anabolic steroids) within the past 10 years are considered unsuitable for employment, absent compelling mitigating circumstances. An applicant's experimental use of drugs other than those referenced above, which occurred more than ten years prior to the application for employment, will be considered based on an evaluation of factors.



### CONTACT US

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