



Black Flag Security – Officer Vetting Standards

1. Purpose

These standards ensure Black Flag Security selects highly qualified, trustworthy, and professional officers who meet all legal, ethical, and operational requirements.

2. Scope

These standards apply to new hires, returning personnel, officers moving into leadership or specialized roles, and all contract or temporary security staff.

3. Minimum Eligibility Requirements

Legal Requirements:

- ✓ Eligibility to work in the United States
- ✓ Successful FBI/OSBI background checks
- ✓ CLEET licensing or eligibility
- ✓ No disqualifying criminal history

Candidates with pending charges or repeated misdemeanors may be disqualified.

4. Background Screening Standards

Criminal History Review:

- Felony convictions
- Violent misdemeanors
- Domestic violence
- Theft/financial crimes
- Weapons-related offenses
- Patterns of arrests or instability

Employment History Verification:

- Minimum 3 references
- Verification of prior experience
- Termination reasons reviewed
- Employment gaps over 90 days explained

Education & Certification Verification:

- High school diploma/GED
- CLEET certification (if required)
- Specialized training records reviewed

5. Personal & Professional Conduct Screening

Social Media Review Screens For:

- Threatening or violent content
- Hate speech or extremist affiliations
- Criminal indicators
- Public intoxication or reckless behavior

Interview Behavioral Standards:

- Calm and professional communication
- Emotional stability
- Respect for chain of command
- Commitment to customer service

Red Flags:

- Argumentative behavior
- Blaming former employers
- Poor situational awareness
- Overemphasis on confrontation

6. Psychological & Temperament Evaluation

For sensitive positions such as schools or leadership roles, evaluate:

- Emotional intelligence
- Stress responses
- Conflict scenario performance
- Psychological suitability questionnaire

Disqualifiers include aggression, poor impulse control, unmanaged mental health concerns, or extreme ideological expressions.

7. Physical Readiness Standards

Officers must meet job-appropriate physical standards:

- Ability to stand/walk long periods
- Ability to respond quickly
- Ability to assist in evacuations
- Clear verbal and written communication

Enhanced requirements may apply to specialized posts.

8. Drug & Alcohol Screening

Mandatory Testing:

- ✓ Pre-employment
- ✓ Random testing
- ✓ Post-incident
- ✓ Reasonable suspicion

Disqualifiers:

- ✗ Positive test results
- ✗ Alcohol impairment
- ✗ Refusal to test

9. Documentation & Identity Verification

Candidates must provide:

- Valid state ID
- Social Security verification
- CLEET card if applicable
- Authorization for employment/background checks

10. Training & Competency Evaluation

Before assignment, officers must complete:

- ✓ Black Flag Orientation
- ✓ Code of Conduct acknowledgment
- ✓ Appearance standards review
- ✓ Site-specific training
- ✓ Scenario-based conflict training
- ✓ Emergency protocol training

Failure to meet standards results in reassignment or termination.

11. Probationary Period Standards (First 90 Days)

Officers will be evaluated on:

- ✓ Attendance & punctuality
- ✓ Appearance
- ✓ Report writing
- ✓ Judgment & decision-making
- ✓ Adherence to post orders
- ✓ Communication skills
- ✓ Supervisor evaluations

Serious violations result in removal.

12. Disqualification Criteria

An officer may be disqualified for:

- ✗ Violence or intimidation history
- ✗ Dishonesty or falsification
- ✗ Chronic lateness or absenteeism
- ✗ Poor interpersonal conduct
- ✗ Inability to follow directives
- ✗ Emotional instability
- ✗ Behavior incompatible with school/corporate environments

13. Rehiring Restrictions

Former employees are NOT eligible for rehire if:

- Terminated for cause
- Left without notice
- Demonstrated misconduct pattern
- Failed drug test
- Abandoned post

Rehires require supervisor and executive approval.

14. Supervisor Review & Final Approval

Final hiring decisions must include:

- HR background clearance
- Supervisor interview approval
- Documentation review
- Training readiness confirmation
- Executive sign-off for sensitive assignments