



EMPLOYMENT ELIGIBILITY

To qualify for employment with the FBI, applicants must not violate any of the automatic employment disqualifiers. They must also follow the FBI's employment drug policy. Please ensure you meet these standards before submitting an application. The FBI extensively researches all of the disqualifiers outlined below during the FBI background investigation process.

Employment Disqualifiers

The following factors will automatically disqualify job candidates from employment with the FBI:

- Non-U.S. citizenship
- For all candidates: A felony conviction
- For special agent candidates only: A domestic violence misdemeanor conviction or a conviction for a more serious offense
- Violating the FBI Employment Drug Policy
- Using drugs while holding a clearance
- Defaulting on a student loan insured by the U.S. government
- Failing an FBI-administered urinalysis drug test
- Failing to register with the Selective Service System (for applicants who were assigned male at birth only, exceptions apply - please click [here](#) to find out more)
- Knowingly or willfully engaging in acts or activities designed to overthrow the U.S. government by force
- Failing to pay court ordered child support
- Failing to file federal, state, or local income tax returns

Please note that if any of the above factors apply to you, you don't qualify for FBI employment. Please make sure you can meet FBI employment requirements and pass all disqualifiers before you submit an application.

Employment Drug Policy

The FBI is firmly committed to a drug-free workplace. Interested applicants who are currently using illegal drugs or misusing or abusing legal drugs or other substances for illicit purposes at the time of the application process will be found unsuitable for employment.

The FBI balances the needs of the organization and the importance of maintaining the public integrity necessary to accomplish its law enforcement and intelligence missions by hiring the most qualified candidates. The guidelines are used by all entities in the hiring process to help determine whether an applicant's prior drug use makes them eligible and/or suitable for FBI employment.

A candidate will be found unsuitable for employment and automatically disqualified if they deliberately misrepresent their drug history in connection with their application for employment. Additionally, candidates are automatically disqualified under the following criteria:

Marijuana Usage

- Candidates cannot have used marijuana or cannabis in any form (natural or synthetic) and in any location (domestic or foreign) within the one (1) year preceding the date of their application for employment.
- Marijuana or cannabis use before the candidate's 18th birthday is not a disqualifier for FBI employment, however. Adjudicative personnel

will evaluate the candidate by using the “wholeperson concept.”

- Dronabinol (sold as Marinol, Syndros, or generic equivalents) is the only pharmaceutical drug containing tetrahydrocannabinol (THC) that the Food and Drug Administration has approved for lawful use with a medical prescription. Candidates cannot present “medical marijuana cards” or other prescriptions as mitigating factors for marijuana or cannabis use.

Other Illegal Drugs

- Candidates cannot have used any illegal drug, other than marijuana, within the ten (10) years preceding the date of the application for employment. Additionally, candidates cannot have sold, distributed, manufactured, or transported any illegal drug or controlled substance without legal authorization.

Prescription Drugs/Legally Obtainable Substances

- Candidates who have misused any prescription drug within one (1) year preceding the date of application for employment will be found unsuitable and disqualified.
- Candidates who have abused any prescription drug or over-the-counter substance within three (3) years preceding the date of application for employment will be found unsuitable and disqualified.
- Candidates who have abused any legally obtained substance (e.g., inhalants, solvents, etc.) within three (3) years preceding the date of application for employment will be found unsuitable and disqualified.
- Candidates cannot have used anabolic steroids without a prescription from a licensed practicing physician within ten (10) years preceding the date of the application for employment.

FBI Background Investigation

All FBI employees must undergo an FBI background investigation to receive an FBI Top Secret security clearance. Once you have received and accepted a conditional job offer, the FBI will initiate an intensive background investigation. You must go through this background investigation, and you must pass, before moving forward with employment. The preliminary employment requirements include a polygraph examination; a test for illegal drug use; credit and records checks; and extensive interviews with former and current colleagues, neighbors, friends, professors, etc. Before applying for any FBI position, please make sure that the FBI Employment Disqualifiers don't apply to you.