



## Board of Peace Officer Standards and Training

1600 University Avenue, Suite 200, Saint Paul, MN 55104

(651) 643-3060 | [www.mn.gov/post](http://www.mn.gov/post)

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### Variance Petition Summary

**Date of Board Meeting:** August 28, 2025

**Petitioner:** Mustafa Adawe

**Basis for Variance Request:** Mr. Adawe has a bachelor's degree in business management from Thamar University (Yemen). Thamar University is not considered "school" according to rule because it is not regionally accredited.

**Rule Citation:**

**6700.0100, subdivision 20. School.** "School" means a postsecondary institution which is accredited by one of the six regional accrediting associations and authorized to award academic degrees including, but not limited to, Associate of Arts (A.A.) degrees, Associate of Science (A.S.) degrees, Bachelor of Arts (B.A.) degrees, and Bachelor of Science (B.S.) degrees.

**Summary of Request (*also see actual request attached*):** Mr. Adawe has received a conditional job offer from the Minneapolis Police Department for the position of Police Cadet. As a cadet, Mr. Adawe will be required to enroll in the ICPOET program at HTC. Mr. Adawe is currently ineligible to enroll in ICPOET as he does not hold a degree from a regionally accredited university. Mr. Adawe has a BS in business management from Thamar University, which is located in Yemen. Mr. Adawe is petitioning the board for a variance on the definition of "school" to include Thamar University. This would validate his degree and make Mr. Adawe eligible for enrollment in ICPOET. Educational Credential Evaluators (ECE) conducted a course-by-course evaluation of Mr. Adawe's transcript and determined the institution was the equivalent of a regionally accredited university in the United States.

**Previous Board Action on Similar Requests:**

- 2022 – The POST Board granted three variance requests to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2023 – The POST Board granted a variance to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2024 – The POST Board granted two variances to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2025 – The POST Board granted four variances to recognize a foreign education facility as a school under 6700.0100, subpart 20.

**Board Review of Variance Request:**

- The Board may ask questions or request additional information from the petitioner.
- The Board cannot waive statutory requirements.

- The Board may attach any conditions to the granting of a variance needed to protect public health and safety.

**1. Would the application of the rule, as applied to the circumstances of the petitioner, serve any of the purposes of the rule?**

- If yes, go to bullet number 2 below.
- If no, this is a **mandatory** variance and must be granted. To grant the variance:
  - a. identify any conditions to the granting of the variance needed to ensure the variance protects the public health and safety;
  - b. determine how long should the variance be in effect; and
  - c. make a motion.

***Sample motion to GRANT a mandatory variance:*** *I make a motion for the Board to approve the petitioner's request for a variance because application of the Minnesota Rule 6700.\_\_\_\_, as applied to the circumstances of the petitioner, would not serve any purpose of the rule. I move that the variance be granted until \_\_\_\_ with the following conditions . . . .*

**2. If this is a **discretionary** variance, the Board may grant it *only* if the board determines that all three of the following statements are true:**

- a. the application of the rule to the petitioner would result in hardship or injustice;
- b. a variance from the rule would be consistent with public interest; and
- c. a variance from the rule would not negatively impact the substantial legal or economic rights of any person or entity.

***Sample motion to GRANT a discretionary variance:*** *I make a motion for the Board to grant the petitioner's request for a variance because the statutory criteria for a discretionary variance have been met. I move that the variance of Minnesota Rule 6700.\_\_\_\_ be granted until \_\_\_\_ with the following conditions . . . .*

***Sample motion to DENY a discretionary variance:*** *I make a motion for the Board to deny the petitioner's request for a variance of Minnesota Rule 6700.\_\_\_\_ because the statutory criteria for a discretionary variance have not been met. Specifically, [identify all that apply]:*

- a. the application of the rule to the petitioner would not result in hardship or injustice;
- b. a variance from the rule would not be consistent with public interest; and/or
- c. a variance from the rule would prejudice the legal or economic rights of a person.



**MINNESOTA BOARD OF  
PEACE OFFICER STANDARDS AND TRAINING (POST Board)**  
1600 UNIVERSITY AVENUE, SUITE 200  
SAINT PAUL, MINNESOTA 55104-3825

(651) 643-3060  
FAX: (651) 643-3072  
[www.post.state.mn.us](http://www.post.state.mn.us)

## Request for a Variance of a Minnesota Rule

*A person or entity may petition the POST Board for a variance from a board-adopted Rule as applied to the particular circumstances of the petition per Minn. Stat. 14.055.*

To request a variance complete this form and submit it to the POST Board along with the supporting documentation by mail or fax, or by email to [Postboard.agency.docs@state.mn.us](mailto:Postboard.agency.docs@state.mn.us).

**Petitioner** (person or entity): MUSTAFA A. ADAME

**Petitioner Contact Name:** \_\_\_\_\_

Street Address: \_\_\_\_\_

Email address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

Phone: \_\_\_\_\_

### Variance Request

1. Cite the Minn. Rule that is the subject of the request: 6700.0100 Subpart 20
2. Briefly describe /summarize the specific variance from Rule being requested.  
I hold a degree from an accredited institution outside the United States
3. State the period of time for which the variance is requested: Until Licensed

**Details** - Please submit your answers to the following questions on a separate sheet. List the question # with the response.

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.
2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.
3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.
4. Has the POST Board taken action regarding you or your situation related to this variance request? If so explain and provide any documentation.
5. Has the Board, to your knowledge, taken any action on a similar variance request?
6. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain.

### Affirmation and signature:

I affirm that the information submitted within this application is true and correct and, that I have read and understand the Tennessee Warning on page 2 of this form. Note: The warning applies to individuals but not organizations.

Signature

Date

Printed Name/title

1.What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated,

I am requesting a variance from the stated rule because I earned my bachelor's degree from an accredited institution in Yemen. While Minnesota Rule 6700.0100, Subpart 20, requires a degree from a U.S.-based regionally accredited institution, I am unable to meet this criterion due solely to the geographic origin of my education.

To meet the intent and standards of the rule, I have taken the following equivalent measures:

- Obtained a comprehensive credential evaluation from Educational Credential Evaluators (**ECE**), a recognized credentialing agency, which confirmed that my degree is equivalent to a U.S. bachelor's degree.
- Provided full documentation, including transcripts, course syllabi, and other academic records, to demonstrate the comparability and rigor of my foreign education.

These steps affirm my academic qualifications and reflect my commitment to meeting the standards required for peace officer licensure in Minnesota.

2-What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.

(a) Application of the rule would result in hardship or injustice:

Strict application of the rule in my case would impose an unnecessary hardship by disregarding the validity of a degree that meets the educational intent of the rule but originates from outside the United States.

(b) Despite fulfilling the academic requirements through a rigorous program abroad, I am currently ineligible solely due to the rule's geographic limitation, which unfairly disadvantages individuals with international educational backgrounds.

(c) The variance is consistent with the public interest:

Granting this variance promotes diversity, inclusion, and equal opportunity.



(d) My international education and background bring a valuable perspective to the law enforcement community and support cross-cultural understanding—an asset in today’s increasingly diverse society.

(e) Recognizing globally educated candidates encourages a broader, more qualified applicant pool, which is in the public’s best interest.

(c) The variance would not prejudice the legal or economic rights of any person or entity: This request does not negatively impact any individual or organization.

It seeks only to recognize my degree as equivalent and does not give me an unfair advantage or disadvantage others who obtained U.S.-based degrees.

The evaluation from ECE confirms that my education meets established academic standards, ensuring fairness and preserving the integrity of the licensure process.

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3. Does This Request Involve Other Minnesota Rules?

No.

4. Has the POST Board Taken Action Regarding You or Your Situation Related to This Variance Request?

To my knowledge, the POST Board has not yet taken any formal action regarding my situation or this variance request.

5. Has the Board, to Your Knowledge, Taken Any Action on a Similar Variance Request?

To my knowledge, the POST Board has not issued any formal decisions regarding a similar variance request involving recognition of a foreign-earned degree under Minn. R. 6700.0100. If such a precedent exists, I would welcome the chance to review it and provide additional context or supporting documentation.

6. Do You Know of Any Person or Entity That Would Be Adversely Affected if This Variance Were Granted?

No. I am not aware of any person or entity whose legal, economic, or professional interests would be adversely affected by the approval of this variance.

The request does not impact others’ eligibility or rights, nor does it disadvantage U.S.-educated applicants.

It allows for fair and equitable consideration of academic credentials earned outside the United States.





Educational Credential Evaluators®

101 West Pleasant Street Suite 200  
Milwaukee, WI 53212 USA  
ECE.org

## COURSE BY COURSE EVALUATION REPORT

Name: Mustafa A ADAWE

Reference: [REDACTED]

Date of Birth: 17 August 1983

Report Date: 6 October 2021

Purpose: Further Education

Name(s) on documents: Abdurahman Abdillahi Mah Mudy

Evaluation report based on original and/or authenticated educational documents.

### U.S. Equivalent Summary

Bachelor degree, major area of study: Business Management

**U.S. Equivalence:** Bachelor degree, major area of study: Business Management

**Grade Average:** 2.72

**Credential:** Bachelor's degree in Business Management

**Institution:** Thamar University

**Institution Status:** Equivalent of U.S. regional academic accreditation

**Country:** Yemen

**Date:** 2005

**Admission Requirement:** U.S. equivalent of a high school diploma

**Comments:** The Comprehensive Grade Average, which includes all qualitative grades received, is 2.62.

Courses	U.S. Credits	U.S. Grades
Mathematics I	2.75	C
Arabic Language I	1.75	A
Introduction to Computer	2.75	B
Principles of Administration I	2.75	B
Financial Accounting I	2.75	B
English Language I	2.75	A
Islamic Education	1.75	B
Mathematics II <sup>(12)</sup>	[2.75]	F
Mathematics II	2.75	C
Statistics I	2.75	C

Mustafa A ADAWE

Page 1 of 3





Courses	U.S. Credits	U.S. Grades
PASCAL	2.75	B
Arabic Language II	1.75	A
English Language II	2.75	A
Principles of Administration II	2.75	B
Microeconomics	2.75	C
Individual Company Accountancy	2.75	C
Introduction to Marketing	2.75	C
Analysis of Administrative Systems	2.75	B
Individual Management	2.75	A
Store Management	2.75	B
Macroeconomics	2.75	B
Principles of Financial Accounting II	2.75	B
International Trade Management	2.75	C
Finance Establishments Accounting	2.75	C
Production & Operations Management	2.75	C
Statistics II <sup>(12)</sup>	[2.75]	F
Statistics II	2.75	C
Administrative Applications in Computer	2.75	B
Banking Management <sup>(4)</sup>	2.75	C
Scientific Research Methodologies	2.75	C
Operations Research <sup>(4)</sup>	2.75	C
Costing I <sup>(4)</sup>	2.75	C
Commercial Law <sup>(4)</sup>	2.75	B
Financial Management <sup>(4)</sup>	2.75	C
Administrative Information Systems <sup>(4)</sup>	2.75	B
Administrative Economics <sup>(4)</sup>	2.75	C
Costing II <sup>(4)</sup>	2.75	B
Public Administration <sup>(4)</sup>	2.75	B
Quantity Methods in Decision Making <sup>(4)</sup>	2.75	C
Organizational Theories <sup>(4)</sup>	2.75	C
Administrative & Industry Psychology <sup>(4)</sup>	2.75	B





Courses	U.S. Credits	U.S. Grades
Investment & Finance Management <sup>(4)</sup>	2.75	C
Public Relations <sup>(4)</sup>	2.75	A
Company Management <sup>(4)</sup>	2.75	C
Administrative Accounting <sup>(4)</sup>	2.75	B
Risk & Insurance Management <sup>(4)</sup>	2.75	B
Production Control & Planning <sup>(4)</sup>	2.75	A
Strategy Management <sup>(4)</sup>	2.75	B
Financial Markets <sup>(4)</sup>	2.75	B
Specialized Establishment Management <sup>(4)</sup>	2.75	B
Administrative Optional Subject <sup>(4)</sup>	2.75	B
Feasibility Study <sup>(4)</sup>	2.75	B
Graduation Research <sup>(4)</sup>	2.75	B
Total semester hours of undergraduate credit:		137.25

*(4) Upper level course, (12) Course repeated*

- End of Report -





# دار الرمادة للترجمة RAMADA TRANSLATION BUREAU

شارع الزبيري - تلفاكس : ٢٧٠٢٨٣ - صنعاء - ج.ي Zubairi Street - Telefax: 270283 - Sana'a - R.O.Y. E-mail: ramada@yemen.net.ye

Republic of Yemen  
Thamar University  
Faculty of Sciences

No: 1454

## STUDENT ACADEMIC RECORD

Student Name: **Abdurahman Abdillahi Mah Mudy** Place of Birth: Idhan

Nationality: Somali

University Reg. No: 2458/2001

Major : Business Administration

Year of Joining: 2001/2002

Year of Graduation: 2004/2005

### First Year 2001/2002

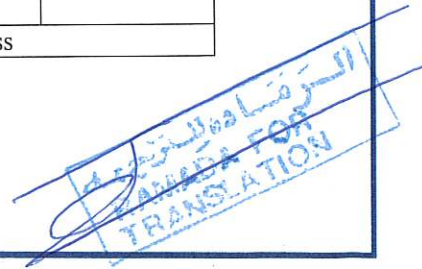
1 <sup>st</sup> Semester	SN	Courses	CH	Marks	Grade
	1	Mathematics 1	3	59	Pass
	2	Arabic Lang. 101	2	89	V.Good
	3	Introduction To Computer	3	74	Good
	4	Principles of Administration 1	3	72	Good
	5	Financial Accounting 1	3	74	Good
	6	English Lang. 101	3	89	V.Good
	7	Islamic Education	2	70	Good
Total Credit Hours: 19 Term Grade: 74.84 Total Marks: 1422 Average: Good					

2 <sup>nd</sup> Semester	SN	Courses	CH	Marks	Grade	Marks	Grade
	1	Mathematics 2 ***	3	26	Fail	50	Pass
	2	Statistics 1	3	61	Pass		
	3	Pascal	3	66	Good		
	4	Arabic Language 102	2	87	V.Good		
	5	English Language 102	3	85	V.Good		
	6	Principles of Administration 2	3	68	Good		
	7						
Total Credit Hours: 17 Term Grade: 68.47 Total Marks: 1164 Average: Good							

### Second Year 2002/2003

1 <sup>st</sup> Semester	SN	Courses	CH	Marks	Grade
	1	Microeconomics	3	54	Pass
	2	Individual Co. Accountancy	3	50	Pass
	3	Introduction into Marketing	3	64	Pass
	4	Analysis of Administrative Systems	3	71	Good
	5	Individual Management	3	80	V.Good
	6	Store Management	3	67	Good
Total Credit Hours: 18 Term Grade: 64.33 Total Marks: 1158 Average: Pass					

2 <sup>nd</sup> Semester	SN	Courses	CH	Marks	Grade	Marks	Grade
	1	Macroeconomics	3	73	Good		
	2	Principle of Financial Accounting 2	3	65	Good		
	3	International Trade Management	3	58	Pass		
	4	Finance Establishments Accounting	3	50	Pass		
	5	Production & Operation Management	3	50	Pass		
	6	Statistics (2) ***	3	29	Fail	50	Pass
	7	Admin. Applications in Computer	3	77	Good		
Total Credit Hours: 21 Term Grade: 60.43 Total Marks: 1269 Average: Pass							







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## Third Year 2003/2004

	SN	Courses	CH	Marks	Grade
1 <sup>ST</sup> Semester	1	Banking Management	3	56	Pass
	2	Scientific Research Methodologies	3	50	Pass
	3	Operation Researches	3	64	Pass
	4	Costing 1	3	50	Pass
	5	Commercial Law	3	77	Good
	6	Financial Management	3	55	Pass
	7	Administrative Information Systems	3	79	Good
Total Credit Hours: 21			Term Grade: 61.57	Total Marks: 1293	Average: Pass

	SN	Courses	CH	Marks	Grade
2 <sup>nd</sup> Semester	1	Administrative Economics	3	50	Pass
	2	Costing 2	3	69	Good
	3	Public Administration	3	76	Good
	4	Quantity Methods in decision making	3	53	Pass
	5	Organizational Theories	3	64	Pass
	6	Administrative & Industry Psychology	3	70	Good
Total Credit Hours: 18			Term Grade: 68.67	Total Marks:	Average: Good

## Fourth Year 2004/2005

	SN	Courses	CH	Marks	Grade
1 <sup>ST</sup> Semester	1	Investment & Finance Management	3	61	Pass
	2	Public Relations	3	82	V.Good
	3	Company Management	3	61	Pass
	4	Administrative Accounting	3	67	Good
	5	Risk & Insurance Management	3	68	Good
	6	Production Control & Planning	3	92	Excellent
Total Credit Hours: 18			Term Grade: 71.83	Total Marks: 1293	Average: Good

	SN	Courses	CH	Marks	Grade
2 <sup>nd</sup> Semester	1	Strategy Management	3	69	Good
	2	Financial Markets	3	78	Good
	3	Specialized Establishment Management	3	75	Good
	4	Administrative Optional Subject	3	70	Good
	5	Feasibility Study	3	78	Good
	6	Graduation Research	3	75	Good
Total Credit Hours: 18			Term Grade: 74.17	Total Marks: 1335	Average: Good

The Faculty of Administrative Sciences certifies that student/ **Abdurahman Abdillahi Mah Mudy** has completed all the prescribed subjects, majoring in Business Administration in the session of July 2004/2004 with an accumulative average of 78.10%, Credit Hours of 150, overall total marks of 10080 and an aggregate grade of "///GOOD///"

Accordingly, the said student obtained the degree of **Bachelor of Business Administration**.

Student Affairs  
(Signed)

Graduators' Affairs  
(signed)

Registrar Manager  
(signed)

Dean of Faculty  
(signed)

Approved/ Vice-Rector  
(Signature and official seal of the University affixed)

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- Certified - signed & sealed - by Yemen Ministry of Higher Education & Scientific Research.
- Certified - signed & sealed - by Yemen Ministry of Foreign Affairs.

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نظام التقييم

من 90 إلى 100 : ممتاز	من 50 إلى 64 : مقبول
من 80 إلى 89 : جيد جدا	من 40 إلى 49 : ضعيف
من 65 إلى 79 : جيد	من 30 إلى 39 : ردي

سجل الطالب الأكاديمي

اسم الطالب: عبد الرحمن عبدالله ماح مودي	محل الميلاد: إدن	الرقم الجامعي: 2001/2458	الجنسية: صومالي
التخصص الرئيسي: إدارة أعمال	// //	عام الالتحاق بالكلية: 2002/2001	عام التخرج: 2005/2004

المستوى الثاني 2003/2002 م

رقم المقرر	اسم المقرر	الوحدات	الدرجة	التقدير
1	اقتصاد جزئي	3	54	مقبول
2	محاسبة شراكة	3	50	مقبول
3	مقدمة في المحاسبة	3	64	مقبول
4	تحليل نظم إدارية	3	71	جيد
5	إدارة أفر	3	80	جيد جدا
//	إدارة مخ	3	67	جيد
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عدد الوحدات: 18 المعدل الفصلي: 64.33 المجموع: 1158

1	اقتصاد كلي	3	73	جيد
2	محاسبة مالية (2)	3	65	جيد
3	إدارة تجارية دولية	3	58	مقبول
4	محاسبة شراكة	3	50	مقبول
5	إدارة إتي	3	50	مقبول
6	إحصاء (2)	3	29	ضعيف
7	تطبيقات إدارية في الحاسوب	3	77	جيد
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عدد الوحدات: 21 المعدل الفصلي: 60.43 المجموع: 1269 التقدير العام: مقبول

المستوى الأول: 2002/2001 م

رقم المقرر	اسم المقرر	الوحدات	الدرجة	التقدير
1	رياضيات (1)	3	59	مقبول
2	لغة عربية (101)	2	89	جيد جدا
3	مقدمة في الحاسوب	3	74	جيد
4	مبادئ إدارة (1)	3	72	جيد
5	محاسبة مالية (1)	3	74	جيد
6	لغة إنجليزية (101)	3	89	جيد جدا
7	ثقافة إسلامية	2	70	جيد
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عدد الوحدات: 19 المعدل الفصلي: 74.84 المجموع: 1422

1	رياضيات (2)	3	26	ضعيف
2	إحصاء (1)	3	61	مقبول
3	باسبكال	3	66	جيد
4	لغة عربية (102)	2	87	جيد جدا
5	لغة إنجليزية (102)	3	85	جيد جدا
6	مبادئ إدارة (2)	3	68	جيد
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عدد الوحدات: 17 المعدل الفصلي: 68.47 المجموع: 1164 التقدير العام: جيد



المستوى الرابع : 2005/2004 م

رقم المقرر	اسم المقرر	الوحدات	الدرجة	التقدير	عدد الوحدات
1	إدارة تمويل واس	3	61	مقبول	18
2	علاقات عامة	3	82	جيد جدا	18
3	إدارة شركات	3	61	مقبول	18
4	محاسبة إدارية	3	67	جيد	18
5	تأمين ومخاطر	3	68	جيد	18
6	تخطيط ومراقبة إنتاج (أ)	3	92	ممتاز	18
7	نظ	3	79	جيد	18
8	نظ	3	79	جيد	18
9	نظ	3	79	جيد	18
10	نظ	3	79	جيد	18
11	نظ	3	79	جيد	18
12	نظ	3	79	جيد	18
13	نظ	3	79	جيد	18
14	نظ	3	79	جيد	18
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67	نظ	3	79	جيد	18
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بوليو في نور : فرعي : إدارة أعمال

ويذلك حصل الطالب على درجة : البكالوريوس

يعتمد نائب رئيس الجامعة لشؤون الطلاب

عميد الكلية

المسجل العام

المستوى الثالث : 2004/2003 م

رقم المقرر	اسم المقرر	الوحدات	الدرجة	التقدير	عدد الوحدات
1	إدارة مص	3	56	مقبول	21
2	منهج بحث علمي	3	50	مقبول	21
3	بحوث عملي	3	64	مقبول	21
4	محاسبة تكاليف (أ)	3	50	مقبول	21
5	قانون تجاري	3	77	جيد	21
6	إدارة مالية	3	55	مقبول	21
7	نظم معلومات إدارية	3	79	جيد	21
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REPUBLIC OF YEMEN

THAMAR UNIVERSITY

الجمهورية اليمنية

جامعة ذمار



قسم التوثيق



المسلسل ( ٠٩٤٠٢ )

الرقم الجامعي للطالب

2001/2458

## شهادة تخرج

تشهد جامعة ذمار بأن الطالب **عبدالرحمن عبدالله ماح مودي** // والمولود في : // إبن //  
وجنسيته : صومالي // قد حصل على درجة البكالوريوس // من كلية : العلوم الإدارية //  
للعام الجامعي : 2004 2005 م // تخصص رئيسي : إدارة أعمال //  
فرعي : // // في دور : **يوليو** // بمعدل تراكمي 67.59 //  
بتقدير عام : **جيد** // // تحرير في : 14 / 12 / 2005 م //

مدير شؤون الخريجين

مدير شؤون الطلاب

المختص

نائب رئيس الجامعة لشؤون الطلاب

عميد الكلية

المسجل العام

يعتمد

رئيس الجامعة

الختم



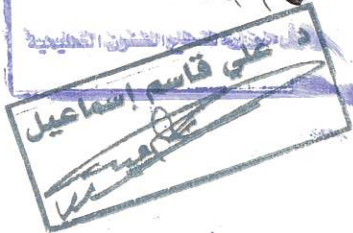
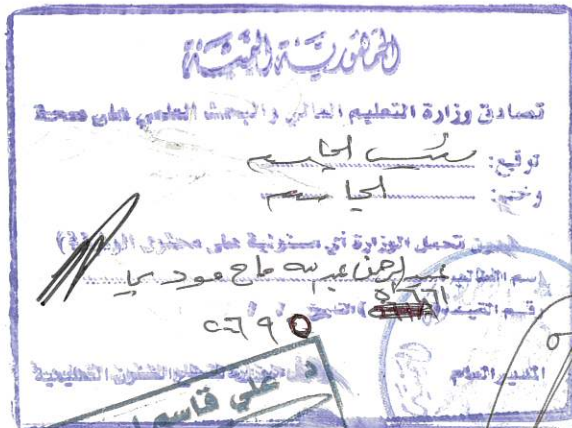


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المستشار الثقافي  
دكتور أحمد الشعبي



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بسم الله الرحمن الرحيم



الجمهورية اليمنية  
وزارة التربية والتعليم



# شهادة الدراسة الثانوية العامة القسم العلمي

تشهد وزارة التربية والتعليم أن عبد الرحمن عبد الله ماح هو ذي المولود في المجموع سال  
سنة الميلادية نجح في امتحان شهادة الدراسة الثانوية العامة القسم العلمي  
للعام الدراسي ٢٠٠٠/٢٠٠١ وكان مجموع درجاته خمسمائة وثلاثا وسبعين درجة

من ثمانية درجات درجة ٩٠  
صنعاء في حاد اول  
مديرا لامتحانات  
سنة ١٤٢٤ هـ  
سنة ١٤٢٤ هـ  
سنة ١٤٢٤ هـ

وزير التربية والتعليم

توقيع صاحب الشهادة بخط يده

سلمت في سنة ١٤٢٤ هـ سجلت برقم ١٤٢٤ هـ



الجمهورية اليمنية  
REPUBLIC OF YEMEN  
وزارة الخارجية  
FOREIGN MINISTRY

تصادق الإدارة العامة للشؤون القنصلية والمغتربين  
على صحة توقيع .....  
وختم .....  
دون أن تتحمل أي مسؤولية عن المحتوى.  
Consular & Immigrants DPT Authenticate the  
Signature of .....  
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And is not responsible for content of document  
الرقم ..... التاريخ ٥/٦/٧٧ المدير العام  
General Manager .....





## Board of Peace Officer Standards and Training

1600 University Avenue, Suite 200, Saint Paul, MN 55104

(651) 643-3060 | [www.mn.gov/post](http://www.mn.gov/post)

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### Variance Petition Summary

**Date of Board Meeting:** August 28, 2025

**Petitioner:** Joseph Washington

**Basis for Variance Request:** Mr. Washington has a Bachelor of Arts degree in Criminal Justice from African Methodist Episcopal Zion University (Liberia). This university is not regionally accredited, therefore, per rule, it does not count as a “school.”

**Rule Citation:**

**6700.0100, subdivision 20. School.** “School” means a postsecondary institution which is accredited by one of the six regional accrediting associations and authorized to award academic degrees including, but not limited to, Associate of Arts (A.A.) degrees, Associate of Science (A.S.) degrees, Bachelor of Arts (B.A.) degrees, and Bachelor of Science (B.S.) degrees.

**Summary of Request (*also see actual request attached*):** Mr. Washington is petitioning the board for a variance on the definition of “school” so he may enroll in a law enforcement certificate program (HTC). Mr. Washington had his degree evaluated by Educational Credential Evaluators (ECE) which determined Mr. Washington’s degree was the equivalent of one issued by a regionally accredited college in the United States. Mr. Washington stated he intends to pursue the certificate on his own – he is not in the hiring process with any agency.

**Previous Board Action on Similar Requests:**

- 2022 – The POST Board granted three variance requests to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2023 – The POST Board granted a variance to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2024 – The POST Board granted two variances to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2025 – The POST Board granted four variances to recognize a foreign education facility as a school under 6700.0100, subpart 20.

**Board Review of Variance Request:**

- The Board may ask questions or request additional information from the petitioner.
- The Board cannot waive statutory requirements.
- The Board may attach any conditions to the granting of a variance needed to protect public health and safety.

**1. Would the application of the rule, as applied to the circumstances of the petitioner, serve any of the purposes of the rule?**

- If yes, go to bullet number 2 below.
- If no, this is a **mandatory** variance and must be granted. To grant the variance:
  - a. identify any conditions to the granting of the variance needed to ensure the variance protects the public health and safety;
  - b. determine how long should the variance be in effect; and
  - c. make a motion.

***Sample motion to GRANT a mandatory variance:*** *I make a motion for the Board to approve the petitioner's request for a variance because application of the Minnesota Rule 6700.\_\_\_\_, as applied to the circumstances of the petitioner, would not serve any purpose of the rule. I move that the variance be granted until \_\_\_\_ with the following conditions . . . .*

**2. If this is a **discretionary** variance, the Board may grant it *only* if the board determines that all three of the following statements are true:**

- a. the application of the rule to the petitioner would result in hardship or injustice;
- b. a variance from the rule would be consistent with public interest; and
- c. a variance from the rule would not negatively impact the substantial legal or economic rights of any person or entity.

***Sample motion to GRANT a discretionary variance:*** *I make a motion for the Board to grant the petitioner's request for a variance because the statutory criteria for a discretionary variance have been met. I move that the variance of Minnesota Rule 6700.\_\_\_\_ be granted until \_\_\_\_ with the following conditions . . . .*

***Sample motion to DENY a discretionary variance:*** *I make a motion for the Board to deny the petitioner's request for a variance of Minnesota Rule 6700.\_\_\_\_ because the statutory criteria for a discretionary variance have not been met. Specifically, [identify all that apply]:*

- a. *the application of the rule to the petitioner would not result in hardship or injustice;*
- b. *a variance from the rule would not be consistent with public interest; and/or*
- c. *a variance from the rule would prejudice the legal or economic rights of a person.*





MINNESOTA BOARD OF  
PEACE OFFICER STANDARDS AND TRAINING (POST Board)  
1600 UNIVERSITY AVENUE, SUITE 200  
SAINT PAUL, MINNESOTA 55104-3825

(651) 643-3060  
FAX: (651) 643-3072  
[www.post.state.mn.us](http://www.post.state.mn.us)

## Request for a Variance of a Minnesota Rule

*A person or entity may petition the POST Board for a variance from a board-adopted Rule as applied to the particular circumstances of the petition per Minn. Stat. 14.055.*

To request a variance complete this form and submit it to the POST Board along with the supporting documentation by mail or fax, or by email to [Postboard.docs@state.mn.us](mailto:Postboard.docs@state.mn.us).

Petitioner (person or entity): Joseph B. Washington Jr

Petitioner Contact Name: \_\_\_\_\_

Street Address: \_\_\_\_\_  
City, State, Zip Code: \_\_\_\_\_

Email address: \_\_\_\_\_  
Phone: \_\_\_\_\_

### Variance Request

1. Cite the Minn. Rule that is the subject of the request: 6700.0100 Subpart 20
2. Briefly describe /summarize the specific variance from Rule being requested.  
6700.0100 Subpart 20 For School
3. State the period of time for which the variance is requested: Until Licensed

**Details** - Please submit your answers to the following questions on a separate sheet. List the question # with the response.

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.
2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.
3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.
4. Has the POST Board taken action regarding you or your situation related to this variance request? If so explain and provide any documentation.
5. Has the Board, to your knowledge, taken any action on a similar variance request?
6. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain.

### Affirmation and signature:

I affirm that the information submitted within this application is true and correct and, that I have read and understand the Tennessee Warning on page 2 of this form. Note: The warning applies to individuals but not organizations.

Joseph B. Washington Jr  
Signature

7/23/25  
Date

Joseph B. Washington / Applicant  
Printed Name/title



### **Tennessen Warning**

I understand this variance request to the Minnesota Peace Officers Standards and Training Board ("Board") will be discussed at a public board meeting. I acknowledge that the Board may discuss any of my pertinent licensing history, as well as any of the information within, during the public Board meeting. I understand that under the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13, some data in this request and in relevant Board records may be classified as private data and would not normally be accessible to the public. I hereby authorize the Board to discuss this request and any corresponding materials, records, or data within any license application(s) or other Board records, and any issues related to this request at the Board meeting. The purpose of this authorization is to provide information to assist the Board's review of the request. This authorization expires one year after the date provided below. I understand that I can withdraw this authorization at any time by notifying the Board in writing before the one year period expires, but the withdrawal will not be retroactive. I understand that I am not legally required to sign this form and am doing so on my own accord. However, I also understand that if I restrict the release of certain information, the Board will not discuss my variance request. I understand that if my request pertains to a licensure application, the application will be approved or denied based solely on the application and information submitted within. I agree that I will not bring any legal claim or action against the Board alleging a violation of the Minnesota Government Data Practices Act or the Minnesota Open Meeting Law.



- ① The Variance is necessary for reason that it enables applicants gets vetted into the Selection Process of Enrollment into the HTC Peace Officer Program which seeks to strengthened individual career path.
- ② The Variance Simply seek to identify Potential minds that are Prepared for the discipline irrespective of alignment.
- ③ I honestly do not have much clue relative to other Minnesota Rules.
- ④ Absolutely not, I am a Foreign Student.
- ⑤ This is my first encounter and by this, I can't determine whether or not.
- ⑥ I am not sure whether there would such individual or entity for reason that my ~~earned~~ credentials were earned honestly.



## COURSE BY COURSE EVALUATION REPORT

Name: Joseph B WASHINGTON  
Date of Birth: 9 May 1985

Reference: [REDACTED]  
Report Date: 11 April 2025

Purpose: Further Education  
Evaluation report based on original and/or authenticated educational documents.

### U.S. Equivalent Summary

Bachelor degree, major area of study: Criminal Justice

**U.S. Equivalence:** Bachelor degree, major area of study: Criminal Justice  
**Grade Average:** 2.74  
**Credential:** Bachelor of Arts in Criminal Justice  
**Institution:** African Methodist Episcopal Zion University  
**Institution Status:** Equivalent of U.S. regional academic accreditation  
**Country:** Liberia  
**Date:** 2011  
**Admission Requirement:** U.S. equivalent of a high school diploma

Courses	U.S. Credits	U.S. Grades
Freshman English I	3.00	B
Introduction to French I	3.00	C
Introduction to Law Enforcement	3.00	C
Biological Science I	3.00	A
Spiritual Formation	2.00	C
Military Science I	1.00	A
Physical Education I	1.00	A
College Algebra I	3.00	C
Freshman English II	3.00	B
Freshman French II	3.00	C
Introduction to Criminal Justice	3.00	C
Introduction to Social Science	3.00	B
Christian Ethics	2.00	C





Educational Credential Evaluators®

Explanatory Legend on Reverse Side

101 West Pleasant Street Suite 200  
Milwaukee, WI 53212 USA  
ECE.org

Courses		
	U.S. Credits	U.S. Grades
Comparative Criminal Justice Systems (4)		
Deviance & Control (4)	3.00	B
Research Methodology (4)	3.00	C
Private Security Administration (4)	3.00	B
Internship (4)	3.00	C
Social Psychology (4)	3.00	C
	3.00	B
Total semester hours of undergraduate credit:		136.00

(4) Upper level course

- End of Report -





AME ZION UNIVERSITY COLLEGE  
Monrovia, Liberia



This Certifies that

By authority of the Board of trustees of the A. M. S. Zion University College and upon recommendation of the faculty senate

have conferred on  
**Joseph B. Washington**  
the Degree of

Bachelor of Arts in Criminal Justice

And is entitled to all rights and honors thereto appertaining.

In witness thereof, the seal of the University and the signatures of its officers are here affixed this 4th of February A. D. 2011

Bishop William B. Hines  
at Monrovia, Liberia

Chairman Board of Trustees

Dr. A. Mullock O. Gray, Jr.  
President

Joseph K. Sanders  
Dean of College

Michael  
Vice President for Academic Affairs