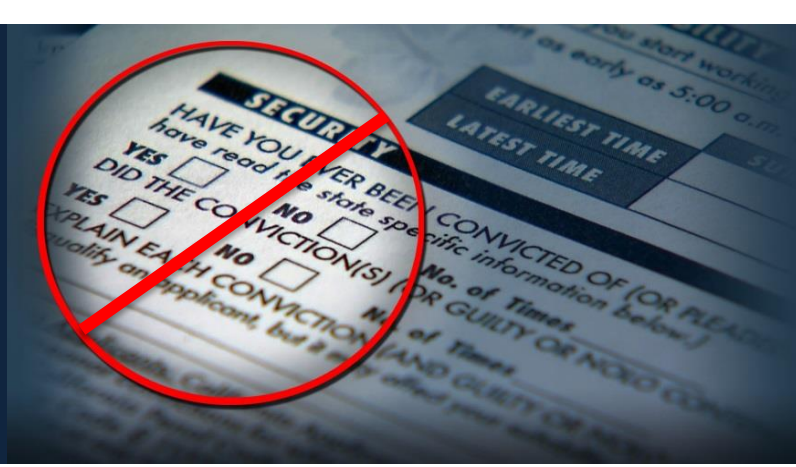


# PHILADELPHIA'S FAIR CHANCE HIRING LAW



## ENSURING PEOPLE WITH CRIMINAL RECORDS HAVE A FAIR CHANCE TO WORK

Starting March 14, 2016, stronger protections under the City's "Ban the Box" law go into effect.

It is illegal in Philadelphia for employers\* to ask about your criminal background during the job application process.

### This means that:

Employers **cannot** ask about your criminal background on job applications or during any job interview.

Employers can run your criminal background check **ONLY AFTER** a **conditional offer of employment** is made (final hiring depends on the results of your background check).

- Criminal convictions can be considered *ONLY* if they occurred less than 7 years from when you apply (not counting time of incarceration).
- Arrests that did not lead to conviction cannot be used in employment decisions.

If your background check reveals a conviction, the employer must consider:

- The type of offense and the time that has passed since it occurred;
- Its connection to the job you are applying for; and
- Your job history, character references, and any evidence of rehabilitation.

Employers can reject you based on your criminal record **ONLY** if you pose an unacceptable risk to the business or to other people.

If you are rejected, the employer must send the decision to you in writing with a copy of the background report used to make the decision.

- You have 10 days to give an explanation of your record, proof that it is wrong, or proof of rehabilitation.

## WE CAN HELP!

If you believe an employer has violated the law, you can file a complaint with the PCHR.



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\*Some employers are exempt.