

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.

<p>It is illegal in Philadelphia for employers* to ask about your criminal background during the job application process.</p> <p>This means that:</p> <p>Employers cannot ask about your criminal background on job applications or during any job interview.</p> <p>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).</p> <ul style="list-style-type: none">• 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.	<p>If your background check reveals a conviction, the employer must consider:</p> <ul style="list-style-type: none">• The type of offenses and the time that has passed since it occurred;• In connection to the job you are applying for; and• Your job history, character references, and any evidence of rehabilitation. <p>Employers can reject you based on your criminal record ONLY if you pose an unacceptable risk to the business or to other people.</p> <p>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.</p> <ul style="list-style-type: none">• You have 10 days to give an explanation of your record, proof that it is wrong, or proof of rehabilitation.
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WE CAN HELP!

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

Philadelphia Commission on Human Rights
601 Walnut Street, Suite 300 South
Philadelphia, PA 19106
(p) (215) 686-4670 (f) 215-686-4684

Email: pchr@phila.gov
www.phila.gov/humanrelations

*Some employers are exempt.

* By checking the box, I (a) acknowledge that I have read and understand the Philadelphia Fair Chance Hiring Law and also have been given the opportunity to copy/print the ordinance, and (b) agree to use an electronic signature to demonstrate my acknowledgment. An electronic signature is as legally binding as an ink signature.