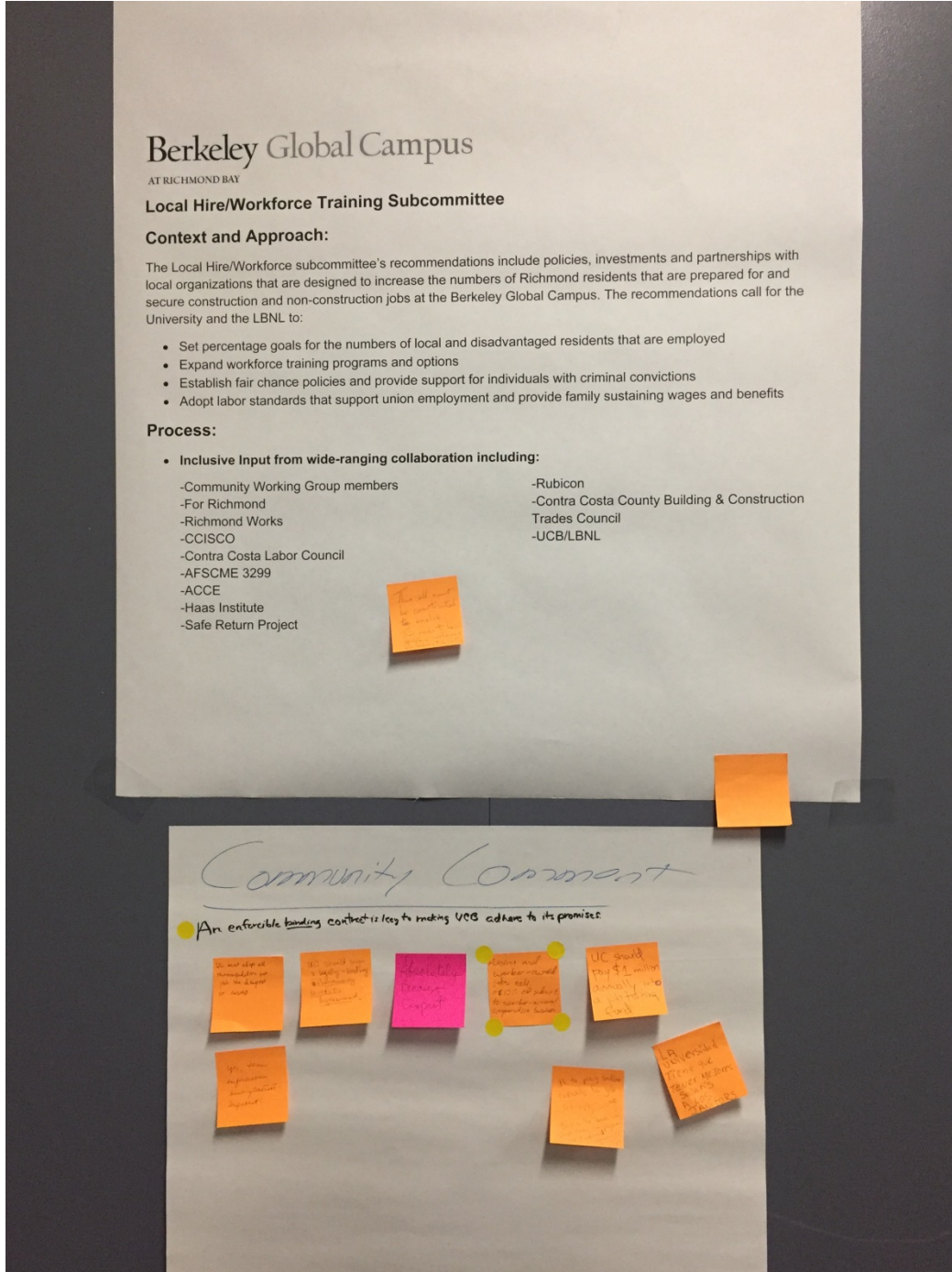


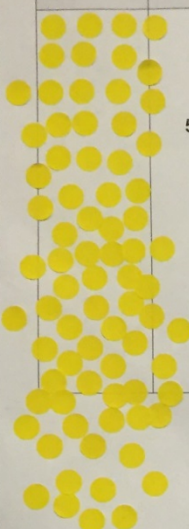
**Berkeley Global Campus  
Community Working Group  
November 30 Community Briefing and Open House**

**Local Hire and Work Force Training notes from board recommendations**







	Recommendation	Strategy
	<p>5. Ensure Fair Chance Employment policies for both Construction and Non-Construction such that no applicant can be denied a job simply because of prior criminal conviction</p>	<ul style="list-style-type: none"> <li>• Remove questions regarding prior criminal convictions</li> <li>• No inquiry into applicant's conviction history</li> <li>• If inquiry required by law, then only after applicant deemed otherwise qualified and offered a job</li> <li>• Employers to consider: only if job-related conviction, time elapsed since offense, evidence of rehabilitation activities or mitigating circumstances</li> <li>• If rejected for employment: written notice of potential rejection including how the conviction may related to job, opportunity to correct inaccuracies, or offer evidence of rehabilitation or mitigating circumstances</li> <li>• No consideration of: arrest without convictions, dismissed or expunged convictions, juvenile convictions, convictions more than 7 years old, misdemeanors, infractions.</li> </ul>

Community Comment

Lawyers' Committee on Civil Rights Under Law has developed guidelines for employers on proper use of criminal records in hiring; these should be considered a baseline/minimum.

Ban the Box

Ban the Box

Remove Criminal Records

Remove Criminal Records

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Ban the Box!

