FAIR CHANCE HIRING IN NORTH CAROLINA

Opportunity for Job Seekers, Employers, and Communities

1 in 5 individuals in North Carolina currently live with a **criminal record.**

Securing and holding a job that supports self-sufficiency is **crucial to successful reentry.**

Due to stigma, policy, and practice, **unemployment rates are 5x higher** for people who have been **incarcerated.**

WHAT IS FAIR CHANCE HIRING?

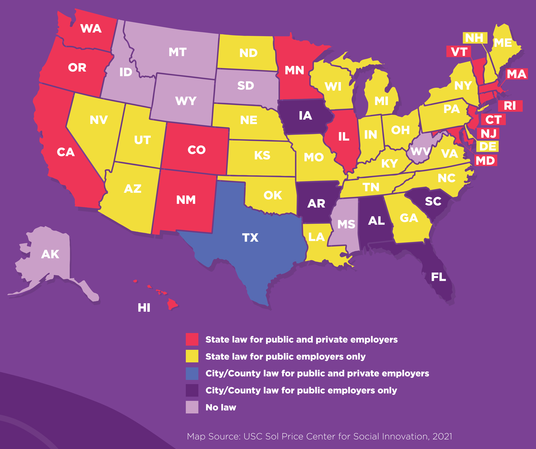
Fair chance hiring considers an applicant's qualifications first, without the stigma of criminal record. Best practices include:

1. Removing all questions about criminal records from the initial job application form.

2. Giving applicants a chance to see and explain any background checks that are run.

3. Delaying questions about criminal records until the applicant is given a conditional offer.

FAIR CHANCE PUBLIC POLICIES ARE EXPANDING



Map Source: USC Sol Price Center for Social Innovation, 2021

FEDERAL

Effective December 2021, the Fair Chance to Compete for Jobs Act will prohibit most federal agencies and contractors from requesting information on a job applicant's arrest and conviction record until after a conditional offer has been extended.

STATE

37 states - including North Carolina - have adopted fair chance laws or policies applicable to public-sector employment.

15 states - none currently in the South - extend fair chance laws to private employers.

NC

15 North Carolina cities and counties have local fair chance policies extending to the public sector.

Executive Order No. 158

The order - signed by Gov. Cooper in 2020 - prohibits state agencies from asking about criminal history on an application. The order also prohibits employment decisions based on a criminal record unless it is "job related."

FAIR CHANCE HIRING IS GOOD FOR BUSINESS

Employee retention rates are higher.

Employee turnover is lower.

Provides opportunity, reduces recidivism, and improves the bottom line.

> **"We all need second chances regardless of who we are. A mistake or two in life doesn't disqualify you from good employment."**
>
> **- The Durham Ritz Carwash & Detail Center**

LEARN MORE

Apply to be certified as a Fair Chance Employer at scsj.org/fairchance

SOURCES

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SOUTHERN COALITION for SOCIAL JUSTICE