Employers are denying people jobs because of a criminal record - even when it has nothing to do with fitness for the job. An applicant with a record is 50%-63% less likely to get a call back or job offer than an identical applicant without a record.

There are no meaningful standards for the use of criminal records when hiring, resulting in hiring processes that are inconsistent, based on assumption, bias, and unrelated to whether an applicant could safely and proficiently fulfill the job. This hiring “penalty” is twice the size for black applicants as for whites.

THE EMPLOYEE BACKGROUND FAIRNESS ACT creates reasonable standards and practices for the use of criminal records in hiring by limiting when an employer can deny someone because of his or her record.

- States what is impermissible for employers to consider, including:
  - Arrests
  - Expunged and sealed records
  - Juvenile records

- Establishes standards for what employers must to do with the background check to increase transparency and fairness.

- Provides applicants with the right to an individualized review of their background, which includes giving evidence of mitigating circumstances and rehabilitation.

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RESTORING RIGHTS AND OPPORTUNITIES COALITION OF ILLINOIS (RROCI),
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Other Supporting Organizations: ACLU of Illinois • Brighton Park Neighborhood Council
Chicago Alliance Against Sexual Exploitation Chicago Area Fair Housing Alliance
Chicago Community Bond Fund • Chicago Metropolitan Battered Women’s Network • Chicago Urban League
Coalition to Reduce Recidivism Growing Home, Inc. • Illinois Justice Project • Jane Adams Resource Corp
Lifespan • Project IRENE • Resilience • Safer Foundation • Sargent Shriver National Center of Poverty Law
Unitarian Universalist Advocacy Network of Illinois • Unitarian Universalist Prison Ministry of Illinois
Woodstock Institute