



**Center for
Employment
Opportunities**

CEO'S POLICY AGENDA

Eliminate hiring barriers for individuals with past convictions.

Even when the policy barriers to employment for justice-impacted individuals are eliminated, it still requires businesses to hire people with backgrounds. This requires engaging employers to make their human resources and business practices more inclusive, but it also requires removing policy barriers that prevent businesses from hiring people with past convictions.

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Reduce barriers to entry in occupational licensure.

Reform state licensing laws and discriminatory practices - such as "good moral character" clauses - that deny qualified people occupational licenses or revoke or suspend licenses on the basis of prior arrests or convictions, which are old, unrelated to the job or have been dismissed.

Prohibit employers from using discriminatory employment practices.

Prevent employers from discriminating against individuals in their recruitment process, such as asking applicants for their criminal history prior to or as a condition of employment. It is critical to ensure that Fair Chance Hiring Laws are implemented.

Expand eligibility for expungement and automatically seal and expunge eligible individuals' records upon release from supervision.

The criminal records expungement process is often too confusing and difficult to navigate, even for individuals who are eligible. Expungement is not available in many jurisdictions, and only allowed for a narrow set of offenses in others, which hinders employment attainment.

Eliminate structural regulations that prevent individuals with felony convictions from accessing work sites.

Removing barriers (including conviction restrictions) is particularly critical for union jobs or jobs with union membership pathways. This issue is particularly pertinent for construction work, where certain conviction histories prevent individuals from work sites in schools, hospitals, military properties and other facilities where large construction projects take place.