**RESOLUTION NO. 20081016-012**

**WHEREAS**, "Ban the Box" is a national movement with the goal of increasing employment opportunities for people with past criminal convictions by removing questions from the employment application regarding past criminal history, and

**WHEREAS**, many other cities and counties throughout the United States, including Boston, Chicago, Minneapolis, St Paul, San Francisco, Alameda County and Travis County, have adopted new employment application practices in support of the "Ban the Box" initiative, and

**WHEREAS**, There are 5,000,000 ex-offenders in the United States, and 25,000 ex-offenders in Travis County, and

**WHEREAS**, the inability to obtain employment contributes to a host of problems including high rates of unemployment, recidivism and increased crime, and

**WHEREAS**, there is an increasing need for all employers to work with public and private agencies to find employment opportunities for ex-offenders, and

**WHEREAS,** positions that work with vulnerable populations including children and the elderly, and safety sensitive job positions will continue to require full criminal background investigations on job applicants, **NOW THEREFORE**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

The City of Austin declares a commitment to increase job opportunities for individuals with previous criminal convictions The city will amend its employment application to no longer require disclosure of past criminal history during the initial job application process for certain job positions within the city

**ADOPTED:** October 16 **, 2008** **ATTEST:** Shirley A Gentry

Shirley A Gentry
City Clerk