

FAIR CHANCE HIRING 2017

FACT SHEET FOR JOB SEEKERS



WHAT DOES THE FAIR CHANCE HIRING ORDINANCE DO?

The Fair Chance Hiring Ordinance restricts certain private employers with 15 or more employees within Austin on when they can ask about a job applicant's criminal history and how that information can be used. Government employers on the federal, state, county and municipal levels and public school districts are excluded from the ordinance. The purpose of the ordinance is to reduce recidivism and unemployment and increase re-integration for qualified job applicants with criminal histories.

HOW CAN JOB APPLICANTS USE FCH IN THEIR JOB SEARCH?

The Fair Chance Hiring Ordinance prohibits published information and job applications that automatically exclude applicants with a criminal history. FCH prevents an employer from asking questions about applicants' criminal history before making a conditional offer of employment, either directly to the applicant or through the use of a background check. Furthermore, FCH prohibits employers from hiring or promoting an applicant because of an applicant's criminal history without first performing an individualized assessment to determine that the applicant is unsuitable for the job. An individualized assessment is based on the nature and gravity of any offense in the individual's criminal history, the length of time since the offense and completion of the sentence, and the nature and duties of the job for which the individual applied. If the employer denies an applicant a job or a promotion because of the applicant's criminal history, the applicant must be informed in writing.

IF YOU HAVE QUESTIONS ABOUT THE FAIR CHANCE HIRING ORDINANCE, PLEASE CONTACT US:

CALL: 512-972-FAIR (3247)

EMAIL: FAIRCHANCEHIRING@AUSTINTEXAS.GOV