

FORSYTH COUNTY

BOARD OF COMMISSIONERS

MEETING DATE: April 12, 2018 AGENDA ITEM NUMBER: 8

SUBJECT: **RESOLUTION AUTHORIZING THE CREATION OF A FAIR CHANCE EMPLOYMENT POLICY TO ENSURE THAT THE HIRING PRACTICES OF THE COUNTY DO NOT UNFAIRLY DENY EMPLOYMENT TO PEOPLE WITH CRIMINAL CONVICTION RECORDS WHICH ARE NOT JOB RELATED**

COUNTY MANAGER'S RECOMMENDATION OR COMMENTS: Recommend Approval

SUMMARY OF INFORMATION: See Attached

ATTACHMENTS: YES NO

DATE:

SIGNATURE: *J. Rudley Watts Jr.*
COUNTY MANAGER

April 11, 2018

RESOLUTION AUTHORIZING THE CREATION OF A FAIR CHANCE EMPLOYMENT POLICY TO ENSURE THAT THE HIRING PRACTICES OF THE COUNTY DO NOT UNFAIRLY DENY EMPLOYMENT TO PEOPLE WITH CRIMINAL CONVICTION RECORDS WHICH ARE NOT JOB RELATED

WHEREAS, the ability of people with criminal records to successfully reintegrate into their communities contributes to reduced criminal recidivism, strengthens facilities, and leads to safer communities; and

WHEREAS, people with criminal records suffer from pervasive discrimination in many areas of life, including employment, housing, education, and eligibility for many forms of social service benefits; and

WHEREAS, many people with criminal records in the County are likely to be unemployed or underemployed; and

WHEREAS, people with criminal records represent a workforce that have skills to contribute and a desire to add value to their community; and

WHEREAS, the County desires to assist with the rehabilitation of people with criminal records and ensure healthier, safer communities; and

WHEREAS, studies indicate that stable employment is one of the best predictors of post-conviction success; and

WHEREAS, states, counties, and cities across the country are being asked to adopt fair chance hiring policies to remove unfair barriers to employment of people with criminal records; and

WHEREAS, the U.S. Equal Employment Opportunity Commission, to maximize compliance with federal anti-discrimination law, recommends delaying inquiry of a job applicant's criminal conviction history, considering the job-relatedness of a conviction, and taking into account length of time since conviction; and

WHEREAS, it is the policy of Forsyth County to encourage fair employment;

NOW, THEREFORE, BE IT RESOLVED that the Forsyth County Board of Commissioners hereby authorizes the creation of a Fair Chance Employment Policy to ensure that the hiring practices of the County do not unfairly deny employment to people with criminal conviction records which are not job related.

Adopted this 12th day of April 2018.