

A RESOLUTION

1 Urging the Office of Administration to adopt a "Ban the Box"
2 policy relating to certain State agency employment
3 applications.

4 WHEREAS, "Banning the Box" or "Ban the Box" is the popular
5 name of a public policy that provides for the removal from
6 employment applications of an initial screening question about
7 criminal history record information; and

8 WHEREAS, The premise of the policy is that it allows
9 employment applicants to be judged on the merit of their
10 education, work experience and military record and not on the
11 vestiges of any past contraventions; and

12 WHEREAS, "Ban the Box" policies do not remove the question of
13 criminal history from the hiring process, just from the initial
14 phase of it in order to give all people an opportunity for their
15 applications to be fairly considered; and

16 WHEREAS, Under a typical "Ban the Box" policy, the issue of
17 criminal history is deferred until the first interview of an
18 applicant is conducted; and

1 WHEREAS, "Ban the Box" policies should not apply to
2 employment positions in which a prior criminal conviction would
3 be contrary to the functions of the position, especially any
4 position involving the safeguarding or security of people or
5 property, such as law enforcement, jobs involving handling of
6 money or financial matters and positions involving contact with
7 vulnerable populations; and

8 WHEREAS, Since 1998, more than 18 state governments and 100
9 city governments have adopted "Ban the Box" policies, including
10 New Jersey in 2014, Georgia and Ohio in 2015, the cities of
11 Philadelphia and Pittsburgh, both in 2012, and Harrisburg in
12 2015; and

13 WHEREAS, Many persons who seek employment with the
14 Commonwealth are veterans who have served with honor in the War
15 on Terror, but who committed a criminal offense that taints an
16 otherwise distinguished record of service; and

17 WHEREAS, The Bureau of Justice Statistics estimates that more
18 than 90% of all prisoners will return to our communities and,
19 according to the Federal Interagency Reentry Council, one in
20 every 10 inmates is a veteran; and

21 WHEREAS, It is important that the Commonwealth provide a
22 viable pathway for our returning veterans and residents who
23 genuinely seek employment opportunities to participate in public
24 service and become taxpaying members of society; and

25 WHEREAS, The Commonwealth government can lead the private
26 sector in the practice of adopting "Ban the Box" policies and
27 hiring practices consistent with such policies; therefore be it

28 RESOLVED, That the House of Representatives urge the Office
29 of Administration to adopt a "Ban the Box" policy relating to
30 certain State agency employment applications.