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Legislative Update

Philadelphia Ban the Box Ordinance Officially Passed

Philadelphia's Mayor has officially signed the new Ordinance entitled "Fair Criminal Record Screening Standards." The new "ban the box" legislation prohibits certain employers from asking criminal history questions on the job application. Employers will also have to withhold asking any questions on arrest or convictions or run background checks until after the first interview has taken place.

The new law takes effect on July 12, 2011. If you're an employer in Philadelphia with 10 or more employees, you'll want to learn more. If you must comply with the new law, you'll most likely need to revise your employment application and remove questions that ask about arrests or convictions of a crime. Employers who fail to comply can be subject to fines of up to \$2,000 per occurrence.

There are some exceptions to the bill. Employers who are required to conduct background checks due to industry regulations or the nature of their business (for example banking) are exempt from the new law.

To read the legislation and learn more click [here](#).