

Legislation Text

File #: ID-4621, **Version:** 1

Narrative of Resolution:

To Establish a “Ban the Box” Policy for the County of Sullivan

If Resolution requires expenditure of County Funds, provide the following information:

Amount to be authorized by Resolution: Click or tap here to enter text.

Are funds already budgeted? Choose an item.

Specify Compliance with Procurement Procedures:

Resolution Introduced by Executive Committee Establishing A “Ban The Box” Policy for The County of Sullivan

WHEREAS, the County of Sullivan (“County”) is committed to recruiting a diverse and skilled workforce; and

WHEREAS, the Sullivan County Legislature (“Legislature”) is committed to protecting the rights of all its residents, and assisting in the rehabilitation of people with criminal records; and

WHEREAS, removing the conviction history “check box” from applications is a proven method of increasing employment opportunities for individuals with criminal convictions, as even a minor conviction can be a significant limitation in seeking gainful employment; and

WHEREAS, allowing potential candidates to obtain interviews regardless of their conviction status aids in reducing the stigma and bias associated with individuals with a criminal background and works towards ending structural discrimination; and

WHEREAS, the Equal Employment Opportunity Commission has recommended, as a best practice, removing questions from job applications that create discriminatory barriers; and

WHEREAS, effective August 1, 2022 the County no longer requires an applicant for employment with the County to answer questions regarding criminal history on their application for examination or employment; and

WHEREAS, the Legislature wishes to codify this practice into policy to permanently "Ban The Box" on its employment application form to promote fairness and opportunity for all persons applying for employment with the County;

NOW THEREFORE BE IT RESOLVED, any application for examination or employment with the

County shall not contain questions or checkboxes regarding criminal history; and,
BE IT FURTHER RESOLVED, all applications for County employment shall be reviewed and judged on the qualifications presented, any applicable civil service standards and all pertinent laws and regulations; and,

BE IT FURTHER RESOLVED, the County shall inquire into and consider a candidate's prior criminal convictions only after a conditional offer of employment is made, except as when otherwise required by law; and,

BE IT FURTHER RESOLVED, the County's Personnel Department shall adhere to any County policy in place requiring an applicant for employment to submit to a background check.