



National Employment Law Project

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**Media Advisory for:** Thursday, April 26th at 11:30am ET  
**For information:** Tim Bradley, 314-440-9936, [tim@berlinrosen.com](mailto:tim@berlinrosen.com)

**\* MEDIA ADVISORY -- NATIONAL BRIEFING -- RSVP REQUIRED \***

## **EEOC TO VOTE ON CRIMINAL BACKGROUND CHECK POLICIES**

**Commission meeting Wednesday could update 25-year-old policy to reflect explosion in employer use of background checks as more Americans with records seek jobs**

With more employers using criminal background checks and more Americans with criminal records seeking jobs than ever before, the U.S. Equal Employment Opportunity Commission (EEOC) will [vote](#) on Wednesday whether to update its 25-year-old guidance on how employers handle applicants with records. On Thursday at 11:30am ET, the **National Employment Law Project** will be joined by legal experts and key stakeholders for a national briefing to explain the context and significance of the EEOC's decision.

The EEOC's action would address the [stark new realities](#) of criminal background checks. While it is generally illegal under federal civil rights laws for employers to ban applicants with criminal records—current EEOC standards require employers to consider the age and seriousness of an applicant's offense and its relationship to specific job openings—a proliferation of technologies and screening services has led to higher error rates, inconsistent employer practices and blanket no-hire policies that leave qualified applicants barred from consideration. These practices have grave implications for the approximately 65 million U.S. adults who have some type of criminal record, particularly African Americans and Latinos, who are disproportionately represented in the criminal justice system and face high rates of unemployment.

If approved, updated EEOC guidance would address discrimination in criminal records screening and clarify how employers can use background checks to meet their business needs without violating employment rights or compromising safety and security on the job. Six states and over 30 municipalities, including Massachusetts, San Francisco, and NYC, have already begun to address these concerns with revised background check policies.

A background memo on the issue is available [here](#).

### **WHAT:**

National briefing on EEOC guidance on criminal background checks for employment

### **WHO:**

Christine Owens, Executive Director, National Employment Law Project

Hilary Shelton, Washington Bureau Director and Senior Vice President for Advocacy, NAACP

Sharon Dietrich, Managing Attorney for Public Benefits and Employment, Community Legal Services of Philadelphia

Glenn Martin, Vice President of Development and Public Affairs, Fortune Society

Impacted Georgia worker and additional stakeholders to be announced

**WHEN:**

Thursday, April 26th, at 11:30 am ET/8:30 am PT

**WHERE:**

Email [tim@berlinrosen.com](mailto:tim@berlinrosen.com) to RSVP for call-in info.

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