"BANNING THE BOX" IN EMPLOYEE HIRING

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WHAT IS THAT?

□ "Ban the box" is the name of an international company for ex-offenders, aimed at persuading employers to remove from their hiring applications the check box that asks if applicants have a criminal record. Its purpose is to enable ex-offenders to display their qualifications in the hiring process before being asked about their criminal records.

BELIEVES

- Company believes that everything that makes harder to get the job for ex-offenders may be the reason of committing a new crime in the future.

STATISTICS

- Approximately 70 million adults in the U.S. – more than one-fourth of the adult population - have criminal arrests.
- Approximately 9 million ex-offenders are released from jail each year.

STEREOTYPES

- Dangerous
- Criminal never changes
- Probability of commiting a crime again
- Not professional workers
- Aggressive
- Not polite

THE DEALS

* "Ban the box" legislation, currently enacted in 17 states and over 100 cities/counties, limits the use of criminal history in the employment process and gives ex-offenders a better chance to get the job.

* It moves the question about criminal background to later but does not prohibit to check a criminal background .

RESULT

- Reduces unemployment
- Decreases of repeating criminal acts
- Increases an employer's talented and qualified employees
- Destroyer the stereotypes of ex-offenders

THANK YOU!