

PAST CONVICTIONS? LOOKING FOR EMPLOYMENT? **KNOW YOUR RIGHTS!**

HOW THE NEW FAIR CHANCE ORDINANCE HELPS:



Employers can't ask you about your criminal history on a job application or during an interview.



Background checks can only occur after the employer has offered you a job.



Criminal history reports can only consider convictions in the last 7 years (with some exceptions).



If an employer wants to rescind a job offer after reviewing your criminal history, they must follow the Fair Chance Process, which requires them to provide a written explanation of how your conviction affects your ability to perform the job, and allows you to appeal their decision



LA County will investigate complaints if you believe your rights were violated.

For more information, email fairchance@opportunity.lacounty.gov



Join our Job Resource Centers

We will connect you to an America's Job Center of California, who can:

- Connect you to Fair Chance aware employers who are looking for workers
- Provide free job training, interview practice, resume writing skills, and much more!

DEO, in partnership with Center for Employment Opportunities (CEO), TaskForce and the County's America's Job Centers of California (AJCCs), has expanded its long-standing Fair Chance Hiring Campaign through a robust new round of outreach, education, and workforce support across the region.



@EconOppLA



LAC Dept. of
Economic Opportunity



opportunity.lacounty.gov/fairchance

fairchance

**department
of economic
opportunity**
COUNTY OF LOS ANGELES