FAIR CHANCE HIRING: INFORMATION FOR EMPLOYERS

ARE YOU AN LA COUNTY EMPLOYER?

The Fair Chance Ordinance went into effect on September 3, 2024 for any employers with 5 or more employees with operations in unincorporated LA County.

WHAT YOU NEED TO KNOW

The Fair Chance Ordinance aims to ensure fair and equitable employment opportunities for individuals with a criminal history.

EMPLOYER QUICK FACTS

- The Fair Chance Ordinance bans discriminatory language like "no felons" or "must have a clean background" in job postings.
- Employers are prohibited from asking applicants about their criminal history before a conditional job offer is made.
- Employers are prohibited from reviewing or considering criminal history older than seven years, with limited exceptions.
- An employer must engage in a Fair Chance (individualized assessment) process with an applicant or employee before making a final decision to take adverse action, including withdrawal of a job offer, denial of a promotion, or termination of employment based on criminal history.
- Employers must post notice of the ordinance at every workplace.
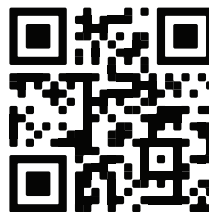
Consequences for Violations

Employers who violate regulations may face monetary penalties, with fines ranging from $5,000 to $20,000 per affected applicant or employee. Additionally, the Department of Consumer and Business Affairs (DCBA) may recommend suspension, revocation, or denial of any County-issued license.

Access Talent and Workforce Services

LA County America's Job Centers of California (AJCCs) offer free workforce services to businesses and nonprofits, helping you recruit motivated talent and access workforce tax credits and financial incentives. Access these by services by filling out an interest form here: bit.ly/FCHBIZ

Connect with the Center for Employment Opportunities (CEO) at ihsupport@ceoworks.org, or call (323) 219-5652. CEO is providing direct services to employers focused on the LA County Fair Chance Ordinance.

For more information on the Fair Chance Ordinance, visit bit.ly/DEOFairChance

fair chance