



FAIR CHANCE EMPLOYMENT INITIATIVE IDAHO

FACT SHEET

PROPOSES THAT AN EMPLOYER IN IDAHO CANNOT INQUIRE INTO A JOB APPLICANT'S CRIMINAL HISTORY UNTIL AFTER THE EMPLOYER HAS DETERMINED THAT THE APPLICANT IS QUALIFIED FOR THE POSITION APPLIED FOR

JOB POSTING

Job posting would not include any language inquiring into or excluding applicants based on prior criminal history

APPLICATION

Application would not include any language inquiring into or excluding applicants based on prior criminal history

INTERVIEW

Once an employer has reviewed applicant's application and determined they are qualified for the position, employer may inquire about or require disclosure of any criminal conviction record

INTERVIEW continued

An interview may take many forms, including a follow up phone call, a conversation upon receipt of the application, or may be skipped altogether

FINAL DETERMINATION

The decision to make a conditional offer of employment, conduct a background check, or hire an applicant is a decision made entirely by the employer

Some employer exceptions to these guidelines apply, such as schools, daycares, specific nonprofits, and law enforcement, etc.



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FOR MORE INFORMATION, CONTACT BARNONE:

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