



EEOC Will Use Criminal Record Guidance on Title VII Claims

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The article entitled “EEOC Will Use Criminal Record Guidance on Title VII Claims,” was featured in the *Labor and Employment Law* Newsletter Volume 42, Issue 2, Winter 2014.

Despite recent challenges by state lawmakers and employers, issues surrounding employers’ use of criminal background checks will continue to be among the Equal Employment Opportunity Commission’s top priorities, Ed wrote.

Jim Paretti, special assistant and counsel to EEOC Commissioner Victoria Lipnic, made clear at an Annual Conference panel that the EEOC intends to use its Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII to pursue aggressively claims that certain criminal background checks and related adverse actions violate Title VII, Ed outlined.