

OP-ED: Oregon Legislature May Choose to 'Ban the Box'

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Rich Meneghello's article "OP-ED: Oregon Legislature May Choose to 'Ban the Box'" was featured in *DJC Oregon* on April 1, 2015.

"Banning the box" is a catchphrase intended to describe all laws that somehow restrict companies from asking about criminal histories on job applications. It simply refers to the "yes" box that applicants may be required to check off in response to the question: "Have you ever been convicted of a crime?"

The movement was started about 10 years ago by social justice activists who were concerned about the stereotypes they believed were preventing adults with conviction histories (approximately 65 million Americans) from being employed after their release from prison (or simply after finalization of a non-imprisonment criminal conviction). One of the oft-cited motivations for banning the box is to rectify deep-seeded institutional racism, because ethnic minorities in the United States have a much greater chance of being arrested and/or convicted of a crime than Caucasians. By eliminating this hurdle at the employment application stage, employers would be less likely to perpetuate practices that place a great degree of burden on racial and ethnic minorities.

In the article, Rich discusses how if some Oregon legislators have their way, employers will soon be limited in their ability to seek a full and thorough review of job applicants' history during the hiring process.

To read the full article please visit, [*DJC Oregon*](#).

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