



Navigating the Evolving Standard on Criminal Background Checks

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In the past, disqualifying potential employees based on past criminal convictions was just a routine aspect of the hiring process in workplaces across America. However, with recent “ban the box” legislation limiting – and in some cases outright prohibiting – employers from questioning prospective hires about past criminal convictions, prevailing attitudes toward disqualifying applicants based on past criminal convictions appear to be shifting. In his contributed article for *Construction Executive*, Gabe McGaha examines the First Step Act’s impact on background checks, how background checks are (and are not) in compliance with Fair Credit Reporting Act and if companies should still require the background checks as a step in their hiring processes.

To read the article, visit [Construction Executive](#).