

Insights, News & Events

IS YOUR CRIMINAL BACKGROUND CHECK POLICY CONSISTENT WITH THE EEOC'S UPDATED GUIDANCE?

Event
May 11, 2012

This webinar was originally presented in May 2012.

On April 25, 2012, the U.S. Equal Employment Opportunity Commission (EEOC) issued updated guidance on the use of criminal background checks in employment entitled, "Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964." The EEOC has indicated that it will use its enforcement authority to investigate cases of disparate treatment and disparate impact related to criminal background check policies. Your Company may already have, or is considering implementing, a criminal background check policy to screen applicants or employees with certain criminal histories.

The labor and employment attorneys from Fisher Phillips presented a webinar that gave you the tools you need to re-evaluate your present policy or develop a new one. Although there is no "one-size fits all" or "model" criminal background policy suitable for all employers, this webinar addresses the issues you need to consider when developing a new criminal background check policy.