

FILE OF THE CITY CLERK

COUNCIL RESOLUTION NO. 40 - 2014

INTRODUCED – OCTOBER 14, 2014

ADOPTED BY COUNCIL – OCTOBER 14, 2014

A RESOLUTION OF THE COUNCIL OF THE CITY OF LANCASTER SUPPORTING “BAN THE BOX,” A NATIONAL INITIATIVE WITH THE GOAL OF INCREASING EMPLOYMENT OPPORTUNITIES FOR INDIVIDUALS WITH PREVIOUS CRIMINAL CONVICTIONS, AND SPECIFIC MEASURES TAKEN BY THE CITY OF LANCASTER TO PROMOTE FAIR EMPLOYMENT PRACTICES.

WHEREAS, “Ban the Box,” is a national initiative with the goal of increasing employment opportunities for individuals with previous criminal convictions by removing questions from the employment application regarding criminal history; and

WHEREAS, “Ban the Box” legislation has been adopted in 13 states and more than 70 jurisdictions and is an Equal Employment Opportunity Commission best practice; and

WHEREAS, the inability of people with criminal records to obtain jobs contributes to such problems as high unemployment, family trauma, recidivism and increased crime; and

WHEREAS, people of color are disproportionately arrested, convicted and incarcerated in contrast to their representation within our communities; and

WHEREAS, employers may fail to consider a person with a previous criminal conviction on the basis of his/her education, previous experience and work history, or other relevant qualifications; and

WHEREAS, “**Ban the Box**” policies provide people a fair opportunity to re-enter the economic mainstream and regain financial security and dignity; and

WHEREAS, this Resolution should not be construed to advocate for the special treatment of individuals with previous criminal convictions nor should an employer be required to hire someone with a previous criminal conviction, nor should an employer’s ability to select the most qualified and appropriate applicant for the given employment opportunity at hand.

NOW, THEREFORE, BE IT RESOLVED,

1. The City Council of Lancaster endorses the Administration's new City Employment Application procedures effective October 1, 2014 (Appendix A), which effectively "bans the box."
2. Further, the City Council of Lancaster encourages Lancaster County, other County municipalities and private businesses to "Ban the Box" as we collectively work to ensure individuals with previous criminal convictions are given a fair chance to be considered for a job.

J. Richard Gray

Attest:

City Clerk