BALTIMORE’S FAIR CHANCE HIRING LAW

BALTIMORE CITY COMMUNITY RELATIONS COMMISSION
ENSURING INDIVIDUALS WITH A CRIMINAL HISTORY HAVE A FAIR CHANCE TO WORK

It is illegal for employers* in Baltimore City to ask about your criminal background during the job application process.

Employers cannot ask about your criminal history on a job application OR during a job interview! They can only check your criminal background AFTER a conditional offer of employment is made (hiring after this step may depend on the results of the background check).

A conditional offer of employment is a job offer that is pending on the successful completion of pre-employment screenings such as a drug test, a skills test or a criminal-record check could be terms of a conditional offer.

If your background reveals a conviction, the employer must consider:

- The type of offense and the time that has passed since it occurred;
- Its connection to the job you are applying for; and
- Your job history, character references, and any evidence of rehabilitation.

Employers can decide not to hire you based on your criminal history ONLY if you pose an unacceptable risk to the business or other people.

Exceptions:

Any facility or employer that provides programs, services, or direct care to minors or to vulnerable adults is allowed to conduct a criminal-record check prior to a conditional offer of employment.

LET US HELP!
If you believe an employer has violated your rights, you can file a complaint with our office!

Office of Equity and Civil Rights
7 E. Redwood Street - 9th floor
Baltimore, Md 21202
410-396-3141 (Office)
Email: CRCintake@baltimorecity.gov
www.civilrights.baltimorecity.gov

*Some employers may be exempt