

BAN THE BOX.

Have you ever pleaded guilty, no contest or been convicted of a crime?

▶ **ORDINANCE NO. 71074**

“An ordinance prohibiting employers in the City of St. Louis from basing job hiring or promotion decisions on applicants’ criminal history, and inquiring about applicants’ criminal history until after it has been determined an applicant is otherwise qualified for the position....”



CITY OF ST. LOUIS

An Ordinance Intended to Prevent Hiring or Job Promotion Decisions Based on an Applicant’s Criminal History

Previous involvement with the criminal justice system often creates a significant barrier to employment in that applicants with criminal histories are less likely to be considered for an available job when that information is included on an initial job application.

Support for fair-chance policies at federal, state and local levels has gained momentum in recent years. Subsequently, the City of St. Louis has evaluated and decided to address the employment discrimination that often occurs as a result of requiring people with a criminal history to disclose that information during the initial phases of the hiring process.

Providing employment opportunities for people with criminal histories makes our communities safer because when people with criminal histories are gainfully employed, they are significantly less likely to re-offend; and society expects adults who can work to seek and maintain employment, so it is vital that residents of the City of St. Louis with criminal histories have a chance to rejoin the workforce and become fully contributing members of their communities.

On January 1, 2021, a “Ban the Box” ordinance will go into effect to enact legislation that restricts employers from asking job applicants about their criminal history on their initial applications.

Employers and job applicants are encouraged to continue reading through the attached list of **Frequently Asked Questions** to get a better understanding of this new law.



