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# JOB SEARCHING WITH A CONVICTION RECORD

## Will I be hired with a criminal record?

Many employers base their decision to hire someone with a criminal record using the following criteria:

- How long ago the conviction occurred
- To what extent the conviction would affect the ability to perform job duties
- Is there a threat to safety of employees, the length of time a person has held a job after the conviction
- What the individual has done to rectify their conviction (community service, education, trainings, work, etc.)

Each situation is unique and very much depends on the egregiousness of the conviction. A record may not immediately eliminate you from the candidate pool.

## How or when should I disclose that I have a record?

In North Carolina, state agencies do not require you to disclose convictions during the application process. Federal contractor positions have also eliminated the question. This “ban-the-box” law varies from state to state and may apply to some private organizations who have chosen to adapt it.

Remember that a record may arise during a background check. It’s advisable to start a conversation with a potential employer to discuss what may come up, and have a well prepared explanation of how it will not affect your ability to perform your duties. It is generally advisable to be upfront about anything rather than trying to hide or withhold information.



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## What are some websites I can use to find more information on this topic?

- For more information on NC Ban-the-Box laws, visit: [jdsupra.com/legalnews/north-carolina-also-bans-the-box-2016](http://jdsupra.com/legalnews/north-carolina-also-bans-the-box-2016)
- Visit this site for FAQ’s on how/when to disclose: [unlock.org.uk/guide/disclosing-to-employers](http://unlock.org.uk/guide/disclosing-to-employers)

For more information on background checks: [iprospectcheck.com/north-carolina-background-checks](http://iprospectcheck.com/north-carolina-background-checks)