

# 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](mailto:CRCintake@baltimorecity.gov)  
[www.civilrights.baltimorecity.gov](http://www.civilrights.baltimorecity.gov)



BALTIMORE CITY OFFICE OF  
**Equity and Civil Rights**

\*Some employers may be exempt