

Criminal Background Check

Discrimination

WHAT IS IT?

When an employer or an employer's background check policy impacts applicants or employees differently due to their race, national origin, or other basis

IT EXISTS!

According to peer-reviewed research, Black applicants with a criminal record had a callback rate at around 5%, while White applicants with criminal records had a callback rate of 17%. Black applicants with criminal records are treated differently than similarly situated White applicants.

EMPLOYMENT HELPS!

Individuals who commit crimes may be more likely to commit another crime in the future; however, ex-offenders are less likely to re-offend if they are employed!

HOW TO DETECT IT

- Does the company's background check policy apply to Blacks and Hispanics, but not Whites?
- Is the employer denying Black or Hispanic applicants based on stereotypes about criminal activity?
- Does the employer deny applicants to be employed due to a crime unrelated to the job?



If you believe you were denied a job due to your criminal background or to file a complaint,

Contact

Davenport Civil Rights Commission

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