

Myths v. Facts

Hiring People with Arrests and
Convictions in Alameda County

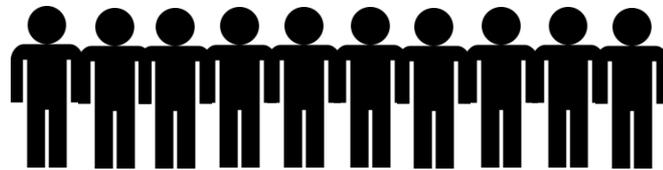
Business Leaders Summit on Reentry: Strategizing for a Strong Local Economy

MYTH #1

“A person that’s been arrested or convicted is ‘once a criminal, always a criminal.’”

FACT #1

Research shows that a criminal record doesn't predict future re-offending after a certain time period passes. Also, many of the estimated 375,000 adults with arrests or convictions in Alameda County have very old or minor offenses.



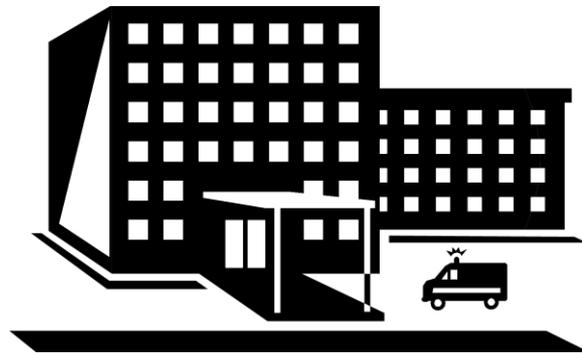
**375,000 Alameda County Residents
with a Record**

MYTH #2

“If a person has been in the criminal justice system, he’s not a trustworthy worker.”

FACT #2

Employers, even the nationally-recognized Johns Hopkins Hospital, have reported hiring people with past records and have found them to be loyal, committed workers.

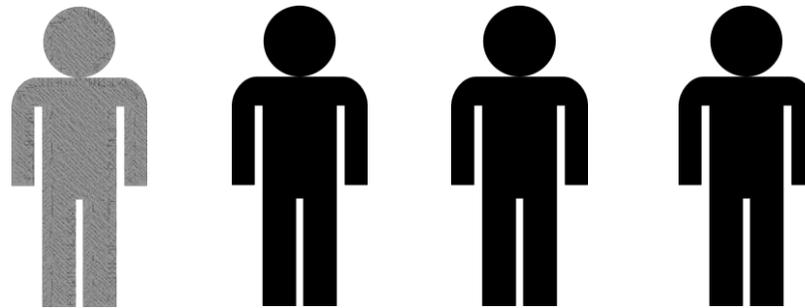


MYTH #3

“I only want to hire the ‘cream of the crop’—that can’t be a person with a criminal record.”

FACT #3

With an estimated 70 million U.S. adults with a record, or **1 in 4** adults, anyone can have an arrest or conviction. Some of the most successful people in the world have a record including Martha Stewart, George W. Bush, Bill Gates, and Sir Richard Branson (founder of Virgin Group).



MYTH #4

“It doesn’t matter if I don’t hire a person with a record—it only affects my business.”

FACT #4

The reduced output of goods and services of people with felonies and prison records is estimated at \$57 to \$65 billion in losses to the nation's economy. Allowing people to work increases their tax contributions, boosts sales tax, and saves money by keeping people out of the criminal justice system.

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MYTH #5

“My business can legally have a no-hire policy for any person with any type of criminal record.”

FACT #5

Employers, with no-hire policies for anyone with a criminal record, likely are violating federal civil rights law. To maximize legal compliance, employers should make individualized assessments—not blanket exclusions—and consider the time passed since the offense and its relevance to the job. Give candidates an opportunity to review background-check results.



MYTH #6

“It’s not safe to hire someone that has a criminal record.”

FACT #6

Hiring people with records is better for public safety. Employment is a significant factor in reducing re-offending. One study found that a 1% drop in the unemployment rate causes between a 1 to 2% decline in some offenses.

