

# Best Practice Standards

The Proper Use of Criminal Records  
in Hiring

# Who

- Resource developed by Legal activist for candidate rights
  - Legal Action Center's National H.I.R.E Network,
  - Lawyer's Committee for Civil Rights,
  - National Workrights Institute and
  - Consultants from the industry
    - (Employment Screening Resources and CARCO

# What

- Guide to complying with sometimes contradictory requirements of Title VII, the Fair Credit Reporting Act and the myriad of new local laws on this subject
- Common sense review of Do's, Don'ts and best practices
- Easy read and handy reference

# When, Where, Why and How

- Completed in 2013 spent 2014 and 2015 getting it into the right hands
  - Organizations, Staffing Professionals, etc.
- Approached SHRM on a National, Regional and local basis
  - Approached GSC-SHRM last year through D & I
- Post the guide , one page summary and contact email for Lew Maltby of the National Workrights Institute [Lmaltby@workrights.org](mailto:Lmaltby@workrights.org) on GSC SHRM website for use by our members as appropriate.