

# KNOW YOUR RIGHTS AS A JOB SEEKER IN WATERLOO



## What is Waterloo's Fair Chance Initiative?

- The Initiative gives **you** an equal footing to people without criminal records when applying for jobs
- Prohibits employers from asking about criminal records early in the application process
- Criminal record includes information regarding convictions, arrests, or pending criminal charges
- Applies only to businesses located within Waterloo

## What the employer can't do:

- You can't be asked about your criminal record on job applications if the employer has four (4) or more employees

## If an employer has fifteen (15) or more employees, you have additional protections:

- The employer can do a background check **only after** giving you a conditional job offer
- You can't be asked about your criminal record during your job interview if the employer has fifteen (15) or more employees

## What if I see a violation?

- You can file a complaint with the Waterloo Commission on Human Rights. Visit [bit.ly/3fsU3YY](https://bit.ly/3fsU3YY) (or use the QR code) to get more information

