

WATERLOO'S FAIR CHANCE INITIATIVE



LIMITS USE OF CRIMINAL RECORDS AND SUPPORTS GIVING
SECOND CHANCES TO MEMBERS OF OUR COMMUNITY

Employers with four (4) to fourteen (14) employees are prohibited from:

- Asking questions about criminal record (convictions, arrests, or pending criminal charges) on job applications

Employers with fifteen (15) or more employees are prohibited from:

- Asking questions about criminal record (convictions, arrests, or pending criminal charges) on job applications
- Conducting a background check before a conditional job offer is extended
- Asking questions about criminal record in job interviews

All employers must comply with existing federal law regarding background checks.

For more information, please contact the Waterloo Commission on Human Rights:

👉 <https://bit.ly/3pR4N86> 📞 (319) 291-4441



If you are an employee or job seeker and want to file a complaint:

👉 <https://bit.ly/3fsU3YY>

