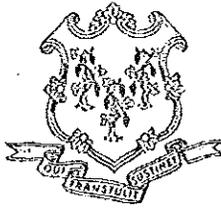


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March 17, 2016

Good Morning Sen. Coleman, Representative Tong, and members of the Judiciary Committee. I would like to express my support for SB 430 AN ACT CONCERNING EMPLOYMENT FOLLOWING AN ARREST, CRIMINAL CHARGE OR CONVICTION AND EQUAL EMPLOYMENT OPPORTUNITY COMMISSION GUIDANCE.

This committee has, over many years, passed a number of extremely significant and enlightened criminal justice reform measures. Some of these measures have addressed the extraordinary employment difficulties that are faced by our citizens who have a criminal record. Much of this work has put our state ahead of the curve.

Nationally, the Equal Employment Opportunity Commission (EEOC) has now issued guidance on these issues. While some Connecticut statutes may well go beyond the EEOC requirements, this legislation will ensure that the EEOC guidelines are incorporated into our statutes and set a floor for this employment policy in Connecticut. This should be helpful to employers because the EEOC noted in its guidance "An employer's use of an individual's criminal history in making employment decisions may, in some instances, violate the prohibition against employment discrimination under Title VII of the Civil Rights Act of 1964, as amended" and that "if an employer's exclusionary policy or practice is *not* job related and consistent with business necessity, the fact that it was adopted to comply with a state or local law or regulation does not shield the employer from Title VII liability." Incorporating the EEOC guidelines into our statutes while retaining the sections of our statutes that provide more protection for our citizens will assist employers in following the law and it will assist job seekers who may have had a brush with the law in their past. Thank you for hearing this important legislation.

¹ http://www.eeoc.gov/laws/guidance/arrest_conviction.cfm#1

² http://www.eeoc.gov/laws/guidance/arrest_conviction.cfm#sdendnote167sym