

Connecticut

Snapshot of Employment-Related Collateral Consequences

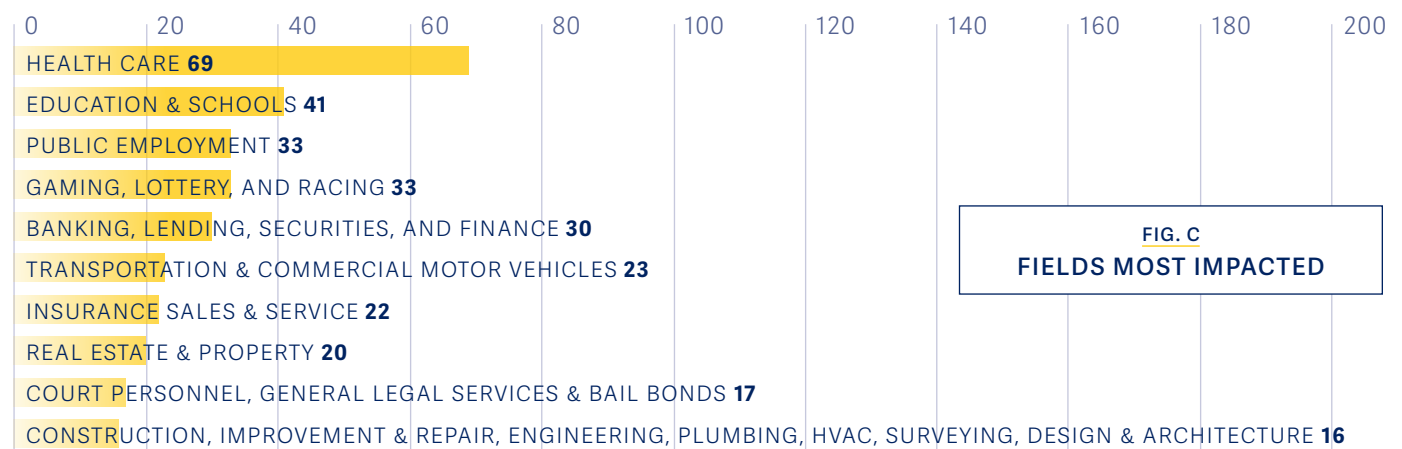
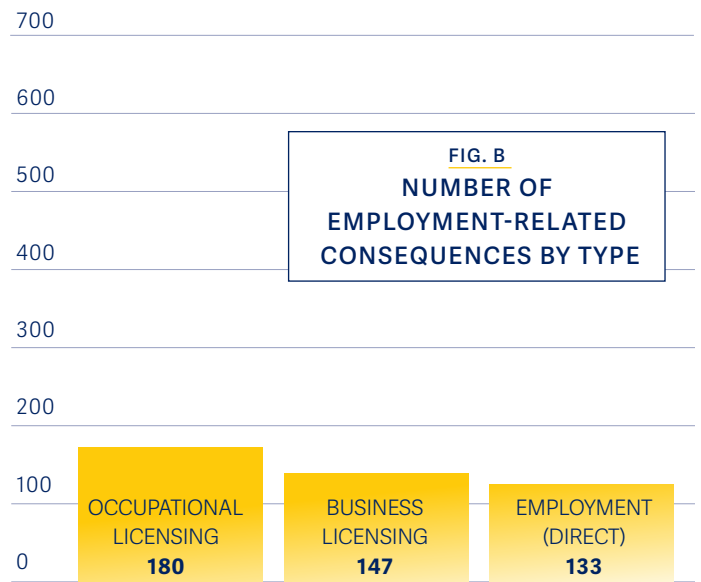
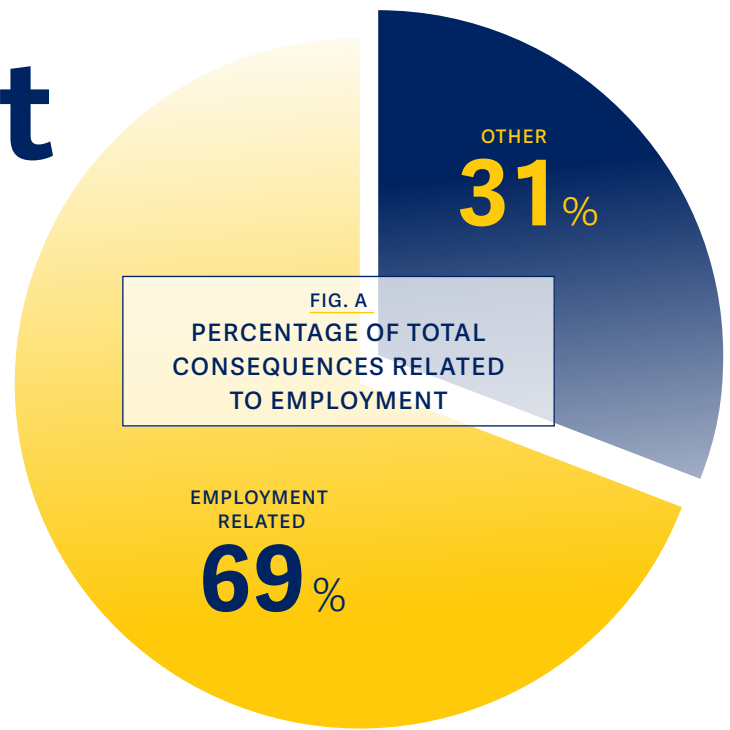
The National Inventory of Collateral Consequences of Conviction (NICCC) is an online database that catalogs the state and federal statutes and regulations that limit or prohibit people convicted of crimes from accessing various rights, benefits, and opportunities.* As of 2019, the NICCC identifies 554 provisions of Connecticut law that impose these “collateral consequences,” a large majority of which act as barriers to employment for people with criminal convictions (see FIG. A). This fact sheet provides an overview of employment-related collateral consequences in Connecticut.

TYPES OF EMPLOYMENT-RELATED CONSEQUENCES

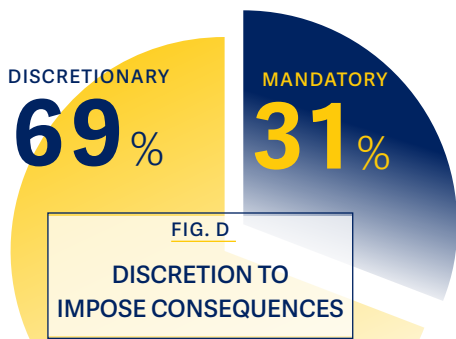
Collateral consequences impact employment opportunities either by restricting access to occupational licenses needed to work in certain fields, restricting access to business licenses needed to pursue self-employment, or directly limiting the ability of employers to hire or retain workers with certain conviction histories. FIG. B shows the number of Connecticut consequences that impact each of these three employment-related opportunities.

IMPACTED FIELDS

Collateral consequences affect a range of employment fields. FIG. C identifies the top 10 fields impacted by employment-related consequences in Connecticut. The percentages indicate the portion of the state’s total employment-related consequences that impact each field.

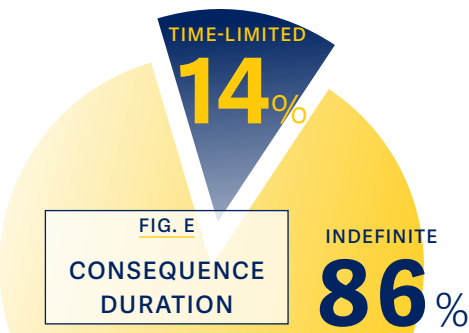


* Explore the NICCC at niccc.csgjusticecenter.org



DISCRETION IN APPLICATION

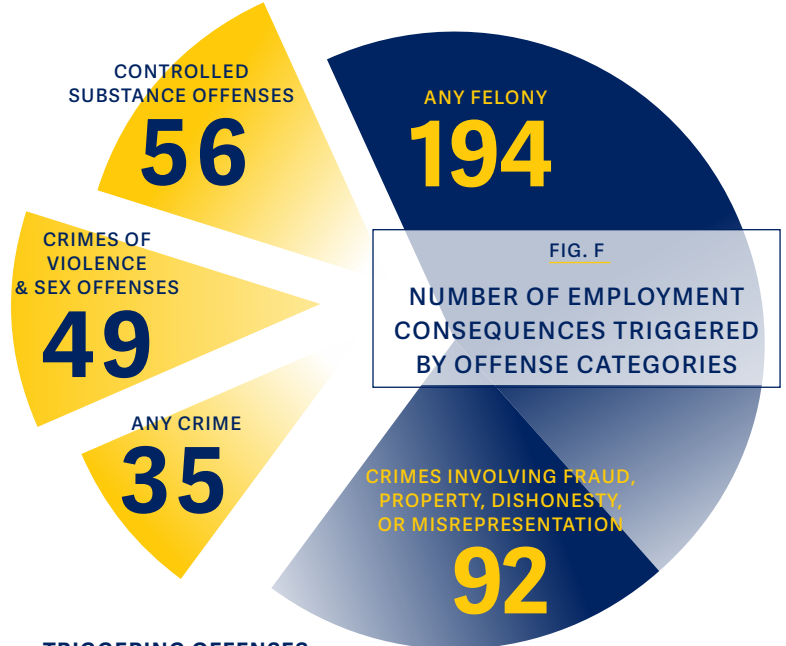
State law determines whether a consequence must be imposed or may be imposed. Mandatory consequences generally prohibit, without exception, the employment, retention, or licensing of a person with a conviction for a specified offense. Discretionary consequences authorize employers, licensing entities, and other decisionmakers to impose a consequence, but do not require that they do so. Note that some laws require criminal background checks of applicants for employment or licensure without indicating how the decision maker should act in response to the results. For the purposes of [FIG. D](#), these “background check-only” provisions are considered discretionary consequences. [FIG. D](#) indicates the percentage of Connecticut’s employment-related consequences that are either mandatory or discretionary.



DURATION OF EFFECT

Employment-related consequences may remain in effect for a **time-limited duration** (usually a specific length of time, beginning on the date of conviction or completion of sentence) or may be indefinite in duration (i.e., no specific time included in the law). [FIG. E](#) indicates the percentage of Connecticut’s employment-related consequences that are either time-limited or indefinite.

For the purposes of [FIG. E](#), consequences that end once a person satisfies some legal condition, such as completing a drug treatment program or driver training course, are treated as time-limited. Note that a consequence described as indefinite may not be permanent if state or federal law allows the consequence to be removed through a legal process such as criminal record clearance or executive pardon (see General Relief from Collateral Consequences for more).



TRIGGERING OFFENSES

Collateral consequences can be triggered by convictions for a wide range of criminal offenses. Some consequences are triggered by specific offenses, while others are triggered by broader categories of offenses such as “any felony” or “violent crimes.” [FIG. F](#) highlights some of the triggering offense categories used by the NICCC and the number of Connecticut’s employment-related consequences triggered by convictions within each category. Note that a consequence assigned to a triggering offense category like “controlled substances offenses” may be triggered only by one specific type of controlled substance offense in the jurisdiction, not all controlled substance offenses.

GENERAL RELIEF FROM COLLATERAL CONSEQUENCES

Connecticut law provides the following broadly effective mechanisms that may reduce the legal effects of employment-related collateral consequences:

- **LIMITS ON CONSIDERATIONS OF CONVICTIONS:** Most public employers and licensing entities may not disqualify an applicant due to conviction without first considering various factors, including whether the conviction is related to the job or licensed activity.
- **PROVISIONAL PARDON:** Relieves one or more mandatory employment-related consequences, subject to the discretion of the Board of Pardons and Paroles.
- **ABSOLUTE PARDON:** Relieves employment-related consequences and results in “erasure” of the criminal record. Routinely granted by the Board of Pardons and Paroles after a waiting period of three to five years.

For information on record clearance in Connecticut, see the Clean Slate Clearinghouse website at CLEANSLATECLEARINGHOUSE.ORG.

The National Inventory of Collateral Consequences of Conviction is a part of the National Reentry Resource Center, a project funded by the U.S. Department of Justice, Bureau of Justice Assistance. The information available on the NICCC does not constitute legal advice and does not include judicial interpretations of statutory and regulatory language.