STATE OF SOUTH CAROLINA)
) **RESOLUTION**
COUNTY OF YORK)

WHEREAS, more than 70 million Americans with criminal backgrounds face significant barriers to employment as a direct result of an arrest or criminal conviction since this population is often overlooked by potential employers without consideration of skill or qualification; and

WHEREAS, these challenges limit formerly incarcerated Americans' access to job opportunities and thereby increase the likelihood of recidivism at a great cost to taxpayers in cities across the country; and

WHEREAS, countless cities and private employers have enacted a local "Ban the Box" policy in order to better enable people with criminal records to overcome the barrier of having to check the box demonstrating that they have a past felony conviction on job applications; and

WHEREAS, these type reforms will save American taxpayer dollars while restoring liberty and justice to this often marginalized population; and

WHEREAS, by moving the criminal history inquiry to the conditional offer stage of the hiring process**,** employers can help formerly incarcerated Americans seeking jobs; and

NOW THEREFORE BE IT RESOLVED, that the York County Council does hereby support and encourage efforts to give a fair chance to all employment applicants, to ensure that information regarding an applicant's criminal record is considered in proper context, and to engage in hiring practices that do not unnecessarily place jobs out of reach for those citizens with criminal records.

ADOPTED THIS THE 17th DAY OF JANUARY, 2017.

YORK COUNTY COUNCIL

BY: _____
J. Britt Blackwell, O.D., Chairman

ATTEST: _____
William P. Shanahan, Jr., County Manager