



# Employment Rights

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If you have been rejected or fired from a job because of a juvenile or criminal record, you may have legal rights!

It is helpful to:

- Keep copies of any paperwork an employer gives you, including rejection letters and background checks.
- Keep track of where you applied to jobs, who you spoke to, and anything they told you about your record.
- Seek legal help if you think your rights have been violated!

## How do juvenile and criminal records impact employment?

Employers are **NOT** legally allowed to consider certain kinds of records, including:

- Juvenile records
- Charges that did NOT result in a conviction
- Summary convictions (also called citations)
- Records that have been expunged, sealed, or pardoned.

Employers **may consider** misdemeanor and felony convictions, but should also consider:

- The age of the conviction
- The seriousness of the offense
- Whether the offense relates to the job

**Certain fields, like health care and child care,** have extra rules about hiring people with records.

- **Juvenile records do not bar you from working in any field.**
- Adult convictions may prevent you from becoming licensed or working in certain fields.
- If you are not sure whether you can enter a field, get legal help – especially before spending money on school or taking out student loans!

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### Get Help

If you need help with a juvenile record, Community Legal Services may be able to help. Come to our intake hours:

#### Community Legal Services

##### Center City Office

1424 Chestnut Street  
Philadelphia, PA 19102  
Monday - Friday  
9:00 am - 12:00 pm  
(215) 981-3700

