



Know Your Rights: Employment & Criminal Records

Philadelphia has expanded its Ban the Box law to help more people with criminal records get jobs!

In Philadelphia, most employers CANNOT consider:

- Misdemeanor conviction records older than 4 years*
- Felony conviction records older than 7 years

** As of January 2026*

If your record is within those periods, employers can only ask about your record or run a background check **after a conditional job offer has been made**. They must give you notice that they are considering your record and give you no less than 10 days to show you should still be hired, considering information like:

- The kind of offense and if it relates to the specific job
- Work history
- Job training or education
- Licenses or other credentials
- Community service
- Completion of treatment programs
- Character or employment references

An employer can only deny you a job if, after considering this information, they decide that your record poses a specific unacceptable risk to the company.

No employers in Pennsylvania can consider:

- Arrest records, juvenile records, and summary citation records
- Records that have been expunged or sealed

If you have been denied employment because of your record:

You can file a complaint with the Philadelphia Commission on Human Relations:

www.phila.gov/documents/fair-chance-hiring-intake-form

Or contact Community Legal Services: **www.clsphila.org**

To see all the legal issues we help with and how you may be able to get help, visit www.clsphila.org