ADOPTED BY THE
MAYOR AND COUNCIL

March 17, 2015

RESOLUTION NO. 22373

RELATING TO HUMAN RESOURCES; AUTHORIZING THE REMOVAL OF THE CRIMINAL HISTORY QUESTIONS ON JOB APPLICATIONS ("BAN THE BOX"); AND DECLARING AN EMERGENCY.

BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF TUCSON, ARIZONA, AS FOLLOWS:

SECTION 1. The City of Tucson joins other Cities across the country in adopting Ban the Box policies that ease barriers to employment caused by criminal history to include the following:

(a) The City of Tucson standard job application form will not include an inquiry about criminal history.

(b) The City will identify which positions require background checks and will only upon selection and contingent offer of employment (or promotion) perform the background checks.

(c) The impact of criminal history on hiring decisions will be based on the age of the criminal record, the seriousness of the offense and its relationship to the job responsibilities and other mitigation factors.

(d) Applicants will be given an opportunity to refute the background check findings prior to being disqualified.

(e) All of the Ban the Box policies will be consistent with the City Civil Service Commission Rules and Regulations and EEOC Guidelines.

SECTION 2. The various City officers and employees are authorized and directed to perform all acts necessary or desirable to give effect to this resolution.

SECTION 3. WHEREAS, it is necessary for the preservation of the peace, health and safety of the City of Tucson that this Resolution become immediately effective, an emergency is hereby declared to exist and this Resolution shall be effective immediately upon its passage and adoption.

PASSED, ADOPTED AND APPROVED by the Mayor and Council of the City of Tucson, Arizona March 17, 2015.

MAYOR

ATTEST:

CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY

REVIEWED BY:

CITY MANAGER

JH/ct
3/12/15