

EMPLOYMENT LAW
CLIENT E-ALERT
MAY 2012

**CRIMINAL BACKGROUND CHECKS: EMPLOYERS BEWARE!
NEW CORI LAW EFFECTIVE MAY 4, 2012**

Friday, May 4, 2012, marked the effective date of important new rules that were passed into law on July 31, 2010. The first phase of CORI (Criminal Offender Records Information) Reform took effect on November 4, 2010 and prohibited questions about criminal history in initial employment applications. This change was often referred to as "Ban the Box!"

The second phase of CORI Reform is now in effect. Some important changes to be aware of include:

- ▶ Written CORI policy is now mandatory for employers conducting 5 or more criminal background checks annually.
- ▶ Employers must provide criminal background information (obtained from any source) to job applicant before asking about it.
- ▶ Employers must provide copy of criminal background report to job applicant who is not hired based on criminal background information.
- ▶ Employers are subject to fines up to \$50,000 for violation of CORI law.

If you have any questions about this alert, please contact the author, [Tamsin R. Kaplan](#) in our [Employment Law Practice Area](#).

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