

Understanding Juvenile & Criminal Records and Their Impact on Employment in New York State

Understanding Juvenile & Criminal Records and Their Impact on Employment in New York State, was written by Laurie Parise, Equal Justice Works Fellow and HIRE Staff Attorney, to educate young people and those that work with them on some of the challenges they might face as they seek employment and what can be done to lessen or eliminate some of those barriers.

The booklet highlights issues young people should be aware of when searching or applying for a job, such as:

- The differences between juvenile delinquency, youthful offender and juvenile offender adjudications;
- What must legally be disclosed about adjudications and/or convictions on a job application or interview;
- How to get a copy of their rap sheet and how to correct any errors;
- What types of employers can legally obtain a fingerprint based rap sheet;
- What other types of background checks are available to employers;
- What types of conviction records can be sealed, and how to get them sealed.

In addition, there is a section with sample job interview questions and answers and an extensive appendix that includes sample letters for sealing records, obtaining a copy of a DCJS rap sheet, and requesting a copy of the background check used by an employer to make an adverse employment decision.

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Our hope is that the information in this booklet will provide some of the tools young people need to successfully enter and remain in the workforce.

If you would like more copies of the publication please call our office at 212-243-1313. You can also download a copy from the National HIRE Network's website at <http://www.hirenetwork.org/publications.html>.