

# NEW Illinois Law Prohibiting Use of Criminal Convictions: An Employer's Guide

## Event

Amundsen Davis, Webcast

April 29, 2021 | Noon - 1:00 PM CT

Effective March 23, 2021, new Illinois law generally prohibits the use of criminal convictions in employment decisions and creates additional new hurdles for employers who decide to rely on any conviction for employment purposes-unless otherwise authorized by law.

Join Jeff Risch for a timely discussion surrounding the new law. Jeff has been intimately involved in the underlying legislative process and continues to work with several trade and professional associations in Illinois. His focus is to help guide employers through this new mandate that prevents all employers from considering a criminal conviction unless there is a substantial relationship between the position and the criminal background history or unless the conviction creates an unreasonable risk to property or the safety of individuals or the general public.

**Who should attend?** HR Professionals, Recruiters, Hiring Managers and Business Owners.

During this webcast attendees will learn:

- How to navigate new hiring mandates
- What to include in the mandated written notices to a denied applicant or terminated employee because of a conviction record
- How to reconcile the new IL law with existing local, state and federal mandates (i.e. FFCRA, Ban the Box, etc...)
- How to analyze whether a specific conviction history has a substantial relationship to a certain job position or poses a unreasonable risk to property or safety
- What does "unless otherwise authorized by law" really mean for employers

*View our timely webcast on-demand on our YouTube page, here: <https://youtu.be/i0gL0OBw80I>*

## PROFESSIONALS

Jeffrey A. Risch  
Partner

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