



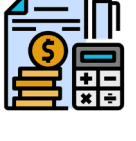



THE CRIMINAL OFFENSES

Employers Are Willing To Overlook

With unemployment at a 17-year low, candidates have all the power in the labor market. And with roughly 1 in 3 Americans having a criminal offense on their record, some employers are beginning to relax their policies around hiring past offenders.

According to a study from the Society for Human Resources Management (SHRM) and the Charles Koch Institute (CKI), these are the criminal offenses employers say they are most willing to overlook in order to hire the right candidate.

Type of Offense		% of Managers Willing to Overlook	% of HR Professionals Willing to Overlook
	Substance-related felony (e.g., DUI, drug crimes)	65%	78%
	Misdemeanor (e.g., shoplifting, vandalism)	67%	70%
	Property-related felony (e.g., theft, arson)	34%	34%
	Violent felony (e.g., assault, domestic violence)	28%	20%
	Financial crimes (e.g., fraud, insider trading)	19%	16%
	Sexual felony (e.g., sexual assault)	11%	9%

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SOURCES

<https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/research-employers-willing-to-overlook-criminal-record-to-hire-right-person.aspx>

