



FOR IMMEDIATE RELEASE Friday, April 10, 2015

CONTACT: Denise Mewbourne; 415-625-7050,
denise@prisonerswithchildren.org

NOT JUST ONE BAD APPLE: WE NEED AN EXECUTIVE ORDER TO BAN THE BOX

Apple stated Thursday that it has now "removed that restriction [banning workers with a felony conviction within the last 7 years] and instructed our contractors on the project to evaluate all applicants equally, on a case by case basis, as we would for any role at Apple." We commend Apple for taking prompt action to change a facially discriminatory policy. Had they not done this, All Of Us Or None, Southern Coalition for Social Justice and Legal Services for Prisoners with Children were prepared to file a complaint as a class with the US Labor Department.

Without additional clarification from Apple about the details of its policy change, however, it is difficult to know whether a "case by case" analysis will simply equate to a "case by case" exclusion of all workers with criminal records. In order to comply with Equal Employment Opportunity Commission (EEOC) guidance, and to adopt a more fair approach to hiring formerly convicted laborers, we recommend that Apple write a narrowly tailored screening policy that states that a criminal record may only be considered as one part of a hiring decision, and only then if there is a close nexus between the specific conviction and the nature of the work to be performed.

Apple's reversal happened because of the willingness of Ironworkers Local 377 to bring Apple's policy to the attention of the public. However, our experience tells us that many more companies have yet to be exposed for their discrimination of workers with conviction histories – this is not just a case of one bad Apple, but rather is emblematic of a widespread pattern of large corporations not following EEOC guidelines. [Dorsey Nunn](#), executive director of Legal Services for Prisoners with Children and a formerly incarcerated person himself, said "Until we broaden the question to one of ending structural discrimination for formerly incarcerated people we will continue to fall short of true victory and meaningful change."

That's why we are continuing to press the President of the United States to issue an executive order to Ban the Box for private contractors doing business with the federal government. Trillions of dollars are circulated among these contractors, representing millions of jobs. President Obama considered the problems that formerly incarcerated people face serious enough that he established a federal reentry council – an executive order Banning the Box for private contractors working with the federal government offers an important opportunity to further demonstrate meaningful support for formerly incarcerated people reentering society.

Legal Services for Prisoners with Children will continue to fight to ensure that workers with convictions are treated fairly and equally under the law. If you are aware of any corporation, especially those that contract with the federal government, which has a policy or practice of refusing to hire any workers with criminal convictions, please contact Dorsey Nunn at 415-625-7052; Dorsey@prisonerswithchildren.org or Brittany Stonesifer at (415) 266-7046; brittany@prisonerswithchildren.org.