

Overcoming the Barrier of Background Checks

In April 2019, Colorado passed “Ban the Box” which limits employers from asking if you have a felony on an initial employment application or saying, “Felons need not apply”. Most employers have already removed the question from their applications however they can still run a background check as a condition of employment. Just because a job listing says “must pass background check” does not mean they will not accept any misdemeanor or felony. You can always ask them to clarify what they mean!

What is in your criminal background record?

It is important to know what employers will see when they run your background check so you can address their concerns. To get this information, access the Colorado Bureau of Investigation’s Criminal History Check system www.cbirecordscheck.com. There is a fee to view it, but it is worth knowing what they will see so you can prepare your answers.

You could also consider having your criminal records sealed. We highly recommend that you hire an attorney to have your criminal records sealed!

Be prepared to answer the tough questions about your background in a calm, confident manner. Try to keep your answer to less than 60 seconds.

Briefly state the offense – no need for specific details.

Accept responsibility for your action and express remorse.

Tell what you learned from your experience and how it has made you a better person.

Tell why you will make an excellent employee. Always bring the question back to your strengths and what you could add to their company.