

# MISPERCEPTIONS IN FAIR CHANCE EMPLOYMENT

Misperception: “Employees with past convictions will be **less reliable and productive.**”

**Research:** “So far, the evidence on tenure has shown that having a criminal background makes an employee **less likely to leave voluntarily and likely to have a longer tenure.** Employees with a criminal record are **no more likely to be terminated involuntarily** in customer service positions.”

([Criminal Background and Job Performance](#) Northwestern & UCLA, 2018)

**Research:** “Those with a felony background show **no difference in attrition rates** due to poor performance compared to those without criminal records. Moreover, ex-felons are **promoted more quickly and to higher ranks** than other enlistees.”

([Does a Criminal Past Predict Worker Performance? Evidence from One of America’s Largest Employers](#), Harvard University & University of Massachusetts, 2017)

Misperception: “Fair Chance hiring will create **legal risk** for our company.”

**Research:** “The most striking finding about negligent hiring liability is that it **almost always occurs in a small number of specific jobs with obvious risks.** All hiring decisions involve risk and **hiring someone with a criminal record does not raise the issue of negligent hiring unless the job involves specific elevated risks.**”

([Second Chance Employment: Addressing Concerns about Negligent Hiring Liability](#) Legal Action Center & National Workrights Institute, 2023)

Misperception: “Fair Chance **isn’t an issue** people will get behind.”

**Research:** “**One in every two people** in America has an immediate family member who has been incarcerated.”

([Every Second: The Impact of the Incarceration Crisis on America’s Families](#), Fwd.us, 2018)