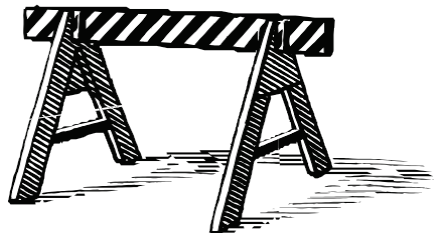


Attention Ex-Offenders! Do you have...

- Record of arrest, conviction or imprisonment
- History of Drug or Alcohol abuse
- Poor credit history
- Lack of employment history
- Dishonorable Discharge



Remove the Barriers and be informed!

Federal Bonding Program - provides individual fidelity insurance bonds to employers for at risk job applicants who are (or may be) denied coverage by commercial carrier. Employers receive bonded employees free of charge which serves as an incentive to hire hard-to-place applicants. Bonds indemnify employers for loss of money or property sustained through dishonest acts of employees.

For more information, call (800) 233-2258 or <http://www.bonds4jobs.com>

Federal Hiring Policies – The Federal Government does not have a policy that precludes employment of people with criminal records from all positions.

For more information:

<https://www.opm.gov/investigations/background-investigations/>

Work Opportunity Tax Credit - Employers can save money on their federal income taxes in the form of a tax credit incentive through the Work Opportunity Tax Credit (WOTC) program by hiring ex-felons. An ex-felon under WOTC is an individual who has been convicted of a felony under any statute of the United States or any State, has a hiring date which is within one year from the date of conviction or release from prison. Employers apply and receive a WOTC certification for each new hire from their State

Workforce Agencies. There is minimal paperwork needed to qualify and claim the tax credit!

For more information:

<http://www.doleta.gov/business/incentives/opptax>
<http://www.dli.pa.gov/Businesses/Workforce-Development/emp-tax-credits/Pages/WOTC.aspx>

Hiring/Criminal Records - An arrest of conviction record will NOT automatically bar individuals from employment. The employer should consider:

- The nature of the job
- The nature and seriousness of the offense
- The length of time since it occurred

For more information:

<http://www.eeoc.gov/policy/docs/convict1.html>
http://www.eeoc.gov/policy/docs/arrest_records.html
<https://www.eeoc.gov/policy/docs/race-color.html#VIB2conviction>
<http://www.ftc.gov/bcp/edu/pubs/consumer/credit/cre36.shtm>
<http://www.business.ftc.gov/documents/bus08-using-consumer-reports-what-employers-need-know>

Legal Limitations of Employment in Pennsylvania

- An ex-offender whose employment could be impacted should check into the precise list of crimes prohibited by statute and regulation and compare it to his/her criminal history as reported by the Pennsylvania State Police.

The summaries can be viewed here:

<https://clsphila.org/learn-about-issues/legal-remedies-and-limitations-employment-people-criminal-records-pennsylvania>

Public Housing – Public Housing Authorities have great discretion in determining their admissions and occupancy policies for ex-offenders. While PHAs can choose to ban ex-offenders from participating in public housing and Section 8 programs, it is not HUD policy to do so. In fact, in many circumstances, formerly incarcerated people should not be denied access.

For more information:

<https://csgjusticecenter.org/reentry/housing-and-reentry-resources/>

<http://nlihc.org/article/hud-secretary-issues-letter-ex-offender-re-entry>

SNAP Benefits (Formerly the Food Stamp Program)

- This ban applies only to convicted drug felons, and only thirteen States have kept the ban in place in its entirety. Most States have modified or eliminated the ban (Pennsylvania is one of them). You do not have to have a mailing address or a valid State ID, but some form of identification will be required.

For more information:

<http://www.dhs.pa.gov/citizens/supplementalnutritionassistanceprogram/index.htm>

Child Support - Half of all states have formalized processes for reducing child support orders during incarceration. Three-quarters of all states have laws that permit incarcerated parents to obtain reduced or suspended support order.

For more information and other assistance:

https://csgjusticecenter.org/wp-content/uploads/2012/12/repaying_debts_full_report-2.pdf
https://www.acf.hhs.gov/sites/default/files/programs/css/pa_cs_order.pdf

Parental Rights - Important exceptions to the requirement to terminate parental rights provide child welfare agencies and states with the discretion to work with incarcerated parents, their children and the caregivers to preserve and strengthen family relationships.

For more Information:

http://www.childwelfare.gov/systemwide/laws_policies/state/
https://csgjusticecenter.org/documents/0000/1060/Reentry_Council_Mythbuster_Parental_Rights.pdf

Child Welfare Statutes

http://www.childwelfare.gov/systemwide/laws_policies/statutes/groundtermin.cfm

TANF Benefits - The 1996 Welfare ban applies only to convicted drug felons, and only eleven states have kept the ban in place in its entirety. Most states have modified or eliminated the ban.

For more information:

https://csgjusticecenter.org/documents/0000/1064/Reentry_Council_Mythbuster_TANF.pdf

Federal Student Financial Aid - Individuals who are currently incarcerated in a federal, state, or local correctional institution have some limited eligibility for federal student aid. In general, restrictions on federal student aid eligibility are removed for formerly incarcerated individuals, including those on probation, on parole, or residing in a halfway house. View the "FAFSA Question 23 Student Aid Eligibility Worksheet" to establish if or when a conviction limits eligibility.

<https://ifap.ed.gov/drugworksheets/attachments/1617SAEWkshtEN.pdf>

Social Security Benefits - Social Security benefits are not payable if an individual is convicted of a criminal offense and confined. However, monthly benefits usually can be reinstated after a period of incarceration by contacting Social Security and providing proof of release.

For more information:

<http://ssa.gov/pubs/10504.html>

Veteran Benefits - Veterans may inform VA to have their benefits resumed within 30 days or less of their anticipated release date based on evidence from a parole board or other official prison source showing the Veteran's scheduled release date.

For more information:

<https://www.ebenefits.va.gov> or (800) 827-1000

Cleaning up your Record – Expungement -

As of January 26, 2009, those with summary convictions who have been free of arrest or prosecution for at least 5 years can request an expungement of their record. When convicted of a crime, whether by a guilty plea or by trial, it can only be erased by a governor's pardon.

For more information:

<http://northpennlegal.org/get-help/barriers-employment>

For juvenile records

<http://www.jlc.org/resources/fact-sheets/expungement-pennsylvania>

Legal Information -

Community Legal Services – Philadelphia

<http://www.clsphila.org/>

Low income legal services (serves 20 counties)

<http://northpennlegal.org/> or (877) 953-4250

Legal action center – FREE online booklets

<http://www.lac.org/>

Helpful re-entry information –

Roadblocks to reentry

<http://www.lac.org/roadblocks-to-reentry/>

Justice Center

<https://csgjusticecenter.org/>

CareerOneStops Job Search Help for Ex-Offenders

<https://www.careeronestop.org/ExOffender/index.aspx>

PA Department of Corrections

<http://www.cor.state.pa.us/>

National HIRE Network

<http://www.hirenetwork.org/>