



APPENDIX R

Fair Chance Process Map (Example)

EEOC guidance supports job-related and consistent approaches to criminal record consideration. [14]

- 57. Qualification review using job-related criteria.
- 58. Conditional offer issued where appropriate and consistent with policy.
- 59. Background check process consistent with applicable law and policy.
- 60. Individualized assessment using job-related factors and documented rationale.
- 61. Decision communication and documentation retention.