



Cornell University  
 ILR School  
 Labor and Employment Law Program

In conjunction with  
 Cornell Law School

**THE RICHARD NETTER CONFERENCE**

**Conference on Criminal Records and Employment**

**Thursday, December 8, 2011**  
**Cornell ILR NYC Conference Center**  
**16 East 34<sup>th</sup> Street, 6<sup>th</sup> floor, New York City**

Each year thousands of people, primarily African-American and Latino men, leave prison and are unsuccessful in obtaining employment at a tremendous cost to society and their families, and thereby increasing their risk of recidivism. This conference brings together social scientists, employee advocates, employers, representatives from background checking agencies, employer counsel, and government officials to facilitate a frank discussion of the legal and social issues involved in increasing the employment of people with criminal records. Our goal is to contribute to the development of best practices and social policy on the use of criminal records in hiring decisions.

Panel topics include:

- ▶ What are the issues of uniformity/inaccuracy in the reporting of criminal records? How do credit reporting agencies (CRAs) operate?
- ▶ Title VII, Adverse Impact and Criminal Records as a Selection Device, Matrix Approaches, and the Uniform Selection Guidelines
- ▶ What do employers need to know when using criminal records? What is relevant to hiring? Employer fear of negligent hiring suits
- ▶ Restoration Issues: What employment models work? Is Ban the Box an answer to refusal to hire?

**WHEN:** Thursday, December 8, 2011  
 8:00 am – 5:00 pm (followed by reception)

**WHERE:** Cornell University ILR Conference Center  
 16 East 34<sup>th</sup> Street, 6<sup>th</sup> floor  
 New York, NY 10016

**FEE:** \$275.00 (includes materials, continental breakfast, lunch, and post-program reception)  
 \$150 for not-for-profit organizations

**CLE CREDIT:** 7.0 CLE – Professional Practice (Transitional and Non-Transitional)

To see the full agenda, register online, or for more information, go to our website at [www.ilr.cornell.edu/law/events](http://www.ilr.cornell.edu/law/events)  
 Or register by completing and faxing the form below with payment information to 212-340-2890.

For information on registration or our CLE scholarship policy, call Stephanie Sutow at 212-340-2866, fax 212-340-2890, or e-mail [esta\\_bigler\\_ilr-lel@cornell.edu](mailto:esta_bigler_ilr-lel@cornell.edu)

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