



**Cornell University**  
**Employee Assembly**

**EA R4: In Support of Cornell’s Removal of the Conviction Question  
 (“Ban the Box”) from its Job Applications.**

**ABSTRACT:** This resolution urges Cornell University to remove the conviction question from its job applications.

1 Sponsored by: Shelly Cowles, Jeramy Kruser, Linda Robi Majani  
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3 **Whereas,** Cornell University is the largest employer in Tompkins County and influences the labor  
4 market through its application policies, and  
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6 **Whereas,** the City of Ithaca recently “Banned the Box” on its job applications in favor of a conditional  
7 offer of employment approach, and  
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9 **Whereas,** Cornell University should strive to be a fair chance employer, and  
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11 **Whereas,** a petition urging Cornell to remove the conviction question received 125 signatures from  
12 current students in less than a week, and  
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14 **Whereas,** Cornell University is already implementing a fair chance employment policy for its employees  
15 in New York City to comply with city legislation requiring all private employers to refrain from  
16 inquiring about criminal convictions until a conditional offer of employment is extended, and  
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18 **Whereas,** 21 states and over 100 cities in the United States have adopted Ban-the-Box or Fair-Chance  
19 policies, and  
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21 **Whereas,** these policies have proven to be effective enough to warrant expansion into private employer  
22 law as endorsed by the US Equal Employment Opportunity Commission, and  
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24 **Whereas,** the policies include integrating EEOC arrest and conviction record guidelines and adopting  
25 strong standards of accuracy and transparency to maintain the integrity of background checks  
26 when they are required, and  
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28 **Whereas,** there are over 70 million US adults with conviction history and a conviction record reduces  
29 the likelihood of job callback or offer by nearly 50%, and  
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31 **Whereas,** post-sentence employment has been proven to significantly reduce chances of re-offending.  
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33 **Be it therefore resolved,** that the Employee Assembly strongly urges Cornell University to remove the  
34 conviction question (“Ban the Box”) from its job applications, and  
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36 **Be it finally resolved,** that Cornell only inquire about applicants’ criminal histories during a background  
37 check after a conditional offer of employment is extended.  
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39 **Respectfully Submitted,**

40 Shelley Cowles, Geneva Representative

41 Jeramy Kruser, At-large Representative

42 Linda Robi Majani, Exempt Representative