



Cornell University Student Assembly

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Type of Action:	Sense-of-the-Body
Status/Result:	New Business

S.A. Resolution #48 Ban the Box

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

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7 Sponsored by: Matthew Indimine '18
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9 **Whereas**, Cornell University is the largest employer in Tompkins County and influences the labor
10 market through its application policies,

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12 **Whereas**, the City of Ithaca recently “Banned the Box” on its job applications in favor of a conditional
13 offer of employment approach,

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15 **Whereas**, Cornell should strive to be a fair chance employer,

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17 **Whereas**, a petition urging Cornell to remove the conviction question received 125 signatures from
18 current students in less than a week,

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20 **Whereas**, Cornell is already implementing a fair chance employment policy for its employees in New
21 York City to comply with city legislation requiring all private employers to refrain from inquiring
22 about criminal convictions until a conditional offer of employment is extended,

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24 **Whereas**, 21 states and over 100 cities in the United States have adopted ban-the-box or fair-chance
25 policies,

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27 **Whereas**, these policies have proven to be effective enough to warrant expansion into private employer
28 law as endorsed by the US Equal Employment Opportunity Commission,

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30 **Whereas**, the policies include integrating EEOC arrest and conviction record guidelines and adopting
31 strong standards of accuracy and transparency to maintain the integrity of background checks
32 when they are required,

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34 **Whereas**, there are over 70 million US adults with conviction history and a conviction record reduces
35 the likelihood of job callback or offer by nearly 50%,

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37 **Whereas**, post-sentence employment has been proven to significantly reduce chances of re-offending,
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39 **Be it therefore resolved**, that the Student Assembly strongly urges Cornell University to remove the
40 conviction question (“Ban the Box”) from its job applications,

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42 **Be it further resolved**, that Cornell only inquire about applicants’ criminal histories during a
43 background check after a conditional offer of employment is extended.
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45 Respectfully Submitted,

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47 Garrison Lovely '16

48 *President, Prison Reform and Education Project (PREP)*
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50 Nick Raskin '16
51 *Vice President, Prison Reform and Education Project (PREP)*
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53 Kristen Lovely '18
54 *Programming Chair, Prison Reform and Education Project (PREP)*
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56 Drew Musto '19
57 *Prison Reform and Education Project (PREP)*
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59 Sahil Suresh '19
60 *Prison Reform and Education Project (PREP)*
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62 Ron Baazov '17
63 *Prison Reform and Education Project (PREP)*
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65 Noah Chovanec '18
66 *Prison Reform and Education Project (PREP)*
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68 Sarah Dincin '19
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71 Alex Moon '19
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74 Alexis Rosenbaum '17
75 *Prison Reform and Education Project (PREP)*
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77 Nicole Divittorio '18
78 *Prison Reform and Education Project (PREP)*
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80 Matthew Clauson '15
81 *Co-Founder, Prison Reform and Education Project (PREP)*
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83 Maria Chak '18
84 *Co-President, Amnesty International at Cornell University*
85
86 Matthew Indimine '18
87 *Vice President of Outreach, Student Assembly*
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89 Matthew Henderson '16
90 *Director of Elections, Student Assembly*
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93 *(Reviewed by: Executive Committee, 03/15/16)*