



City of Ann Arbor

301 E. Huron St.
Ann Arbor, MI 48104
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Legislation Text

File #: 23-2034, **Version:** 1

An Ordinance to Amend Section 9:158 of Chapter 112 (Non-Discrimination) of Title IX of the Code of the City of Ann Arbor to Prohibit City Contractors' Inquiry Into Job Applicants' Criminal History Until After Conditional Offer of Employment; and Require City Contractors to Document Efforts to Employ Local Persons for City Construction Contracts (ORD-24-01)

The proposed amendment adds a new provision (paragraph (6)), prohibiting city contractors from inquiring into a job applicant's criminal history until after a conditional offer of employment has been made, for those employees needed to fulfill the terms of its contract with the City (the Amendment). Commonly referred to as a "ban the box" or "fair chance" ordinance, the Amendment would require city contractors to postpone the timing of criminal history inquiries during the hiring process until after deciding that the candidate is otherwise qualified for the position and has received a conditional offer of employment for that position. The Amendment mirrors the City's own hiring policy and practice. The ordinance does not regulate all employers in the City, only those who are voluntarily entering into a contract with the City.

In addition, the Amendment modifies existing paragraph (5), which requires contractors hiring employees for city construction contracts to make good faith efforts to employ local persons, to now document said efforts.

Reviewed by: Michelle Landis, Senior Assistant City Attorney
[\(See Attached Ordinance\)](#)

Sponsored by: Councilmembers Ghazi Edwin, Harrison, Song, Eyer, Briggs, Disch, Radina, Watson and Mayor Taylor