

Criminal Convictions and Employment



*Zealous Advocacy with
Holistic Services*

State Agencies Involved

Department of Agriculture

Department of the Environment

Department of Health and
Mental Hygiene

Department of Human
Resources

Department of Labor, Licensing
and Regulation

Department of Public Safety
and Correctional Services

Sec. CP §1-209

**NEIGHBORHOOD
DEFENDERS
NORTHWEST**

**4151 PARK HEIGHTS
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BALTIMORE, MARYLAND
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DO YOU HAVE A NONVIOLENT CRIMINAL CONVICTION AND ARE LOOKING FOR EMPLOYMENT?

- The State of Maryland's policy is to encourage employment of nonviolent ex-offenders and to remove barriers so they can obtain occupational licenses or certificates.

Listed are some occupations which require a license or certificate:

- Barber • Accountant • Contractor • Dentist • Cosmetologist
- Locksmith • Nurse • Boxer/Wrestler • Electrician • Pilot • Teacher
- Security Guard • Correctional Officer • Plumber • HVAC providers

- State agencies cannot deny a license or certificate based solely on a previous conviction unless the agency determines:

the applicant's previous conviction is directly related to the license or certificate sought, or

an unreasonable risk to property, or to the safety or welfare of specific individuals, or the general public exists.

- State agencies shall consider the following before denying a license or certificate:

- The age of the applicant at the time of the conviction
- The seriousness of the offense
- The amount of time that has elapsed since the conviction
- The applicant's rehabilitation or good conduct
- Whether the conviction impacts the applicant's ability to perform his or her duties authorized by the license or certificate
- The specify duties and responsibilities required by the license or certificate
- The policy to encourage employment of nonviolent ex-offenders
- State's interest in denying the license or certificate