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 specific 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