



## Exclusive Event: A Conversation with the Commission on Human Rights about NYC's New Background Check Law

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On October 27, 2015, New York City adopted a so-called “ban the box” law, titled the **Fair Chance Act**, that severely restricts what employers can ask during the hiring process. Specifically, the Fair Chance Act prohibits most employers from inquiring about an applicant’s criminal record until after the employer extends a conditional offer of employment. And for employers that intend to rescind a job offer based on a criminal inquiry made after a conditional offer is extended, the Fair Chance Act prescribes a rigorous notice procedure. Because of these arduous requirements, the Fair Chance Act has become one of the most important pieces of local legislation passed in years, especially because non-compliance can have dire consequences.

Against this backdrop, Reed Smith is proud to announce an exclusive training session on the Fair Chance Act presented by the New York City Commission on Human Rights—the agency that enforces the law itself. The program is designed to educate employers and business owners on their obligations under the new law. Do not miss this unique opportunity to learn about the Fair Chance Act from the very regulators who will be administering it. If you have any questions or concerns about your background check practices, and regardless of whether a third-party vendor conducts your background checks, attending this event is a must.

**Tuesday, April 19, 2016**

**Time:**

8:30 a.m. – 9:00 a.m. - Registration  
and breakfast  
9:00 a.m. – 10:30 a.m. - Program

**Location:**

Reed Smith LLP  
599 Lexington Avenue, 22nd Floor  
New York, NY 10022

**RSVP:**

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*This event is open to the public, subject  
to seating and capacity availability.*

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