

CITY OF LOS ANGELES

FAIR CHANCE INITIATIVE FOR HIRING ORDINANCE

Starting January 22, 2017, Employers with ten (10) or more Employees are subject to the Los Angeles Fair Chance Initiative for Hiring Ordinance (FCIHO) pursuant to Los Angeles Municipal Code Section 189. Employers can **not** inquire into a job Applicant's Criminal History, by any means, **unless and until a Conditional Offer of Employment has been made to the Applicant.**



EMPLOYMENT APPLICATION
(& INTERVIEW if necessary)



CONDITIONAL OFFER



CRIMINAL BACKGROUND CHECK
(if desired by Employers)



INDIVIDUALIZED ASSESSMENT
(if applicable)



FAIR CHANCE PROCESS
(if applicable)



REASSESSMENT
(if applicable)

FCIHO WEBSITE RESOURCES

- FCIHO for Private Employers
- Rules and Regulations Implementing the FCIHO
- Notice to Applicants and Employees for Private Employers
- Notice to Rescind Employment Offer Sample Letter
- FCIHO Complaint Form: English and Spanish
- FCIHO Individual Assessment and Reassessment Form
- FCIHO Guidelines for Employers

BCA CONTACT INFORMATION



1-844-WAGESLA (924-3752)



WAGESLA@LACITY.ORG



HTTP://BCA.LACITY.ORG



1149 S. BROADWAY, SUITE 300
LOS ANGELES, CA 90015

Bureau of Contract Administration, Department of Public Works

As a covered entity under Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and, upon request, will provide reasonable accommodation to ensure equal access to its programs, services, and activities.

