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.

**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

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.