



**Support for HB 3025
Steven Demarest**

My name is Steven Demarest. I am an Administrative Law Judge with the Oregon Office of Administrative Hearings. I hear appeals of decisions by state agencies, including appeals of fitness determinations of job and promotion applicants based on their criminal history background. Therefore, I am very familiar with the process used by state agencies and how well it works.

The state agencies that make fitness determinations that I review do not do a criminal history background inquiry or check until there is a conditional job offer. Then, if the individual has a history, the agency evaluates the history and its significance to the job.

This process works very well. Individuals are not disqualified from jobs because of a history that was never relevant or is no longer relevant. It allows for acknowledgement that some people accept responsibility for their actions and have shown change. And if an applicant is not offered a position, there is no unnecessary disclosure of a criminal history.

The state has conducted a large scale trial of Ban the Box. It works. It works for employers and for citizens. It works for Oregon.

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