

## **Our Fair Chance Stance Rubicon Programs**

At Rubicon, we believe that all people deserve access to opportunity and economic mobility. As a holistic workforce services provider, we provide comprehensive employment and career services to adults experiencing individual and systemic barriers to quality employment. In addition to direct service, Rubicon leverages our 51 years of service and partnership to advocate for positive shifts in systems, narratives and practices. Over the years, we have increasingly become recognized and respected as a high-standard provider and partner in reentry service delivery. One key demonstration that sits at the intersection of program services and systems change, is Rubicon Programs' commitment to being a Fair Chance Employer.

As a service provider we partner with employers throughout the East Bay to increase access to quality jobs and work environments for justice impacted job seekers. Rubicon's employment practices reflect our long-standing commitment to hiring from the communities we serve. To do this effectively and genuinely, we must ensure that our employer practices do not directly, nor inadvertently, disadvantage justice impacted job seekers. We believe offering employment opportunities and promoting individuals who are reintegrating into the community is integral to advance economic mobility for everyone in the communities we serve.

As an employer, we are proud that our responsiveness to diverse staff needs and experiences continue to be ahead of mandated employment practices. Legally, California's Fair Chance Act prohibits employers from making hiring decisions based solely on an individual's criminal record. We strictly adhere to the "ban the box" policy, which prevents employers from asking applicants about their criminal histories during the initial hiring process.

Further, Rubicon's Fair Chance commitment and is rooted in our understanding of systemic inequities within our communities. Systemic racism and inequality have disproportionately affected Black, Hispanic, and Indigenous communities, leading to higher rates of incarceration, gaps in wealth and limited opportunity. By offering meaningful employment opportunities, we aim to address these disparities and contribute to dismantling the systemic barriers that perpetuate social and economic injustice. And, to quote our [Antiracism Statement](#), "we commit to uprooting the damage done by the culture of white supremacy and systemic racism while cultivating a more just society."

We are a Fair Chance employer who values the potential in every individual, regardless of their past. We believe that no one is the sum of their worst mistakes or decisions. By providing opportunities for justice-impacted individuals, we can help break the cycle of poverty and drive positive social change.

When you chose to work at Rubicon Programs, you are saying yes to working alongside and on behalf of individuals who have range of experiences, charges and incarceration histories. We believe in being transparent about this aspect of our organization to help you make an informed decision about whether Rubicon is the right fit for you. We encourage you to consider whether you are comfortable working alongside individuals with these lived experiences and in an environment where we actively support people on their journey to rebuilding their lives.

For more information and understanding of Fair Chance Hiring and the importance of a workplace that is inclusive of staff who are justice impacted, please check out the following resources:

1. [\*\*California Fair Chance Act \(AB 1008\)\*\*](#)
  - Overview and key points about California's "ban the box" law, which restricts employers from inquiring about an applicant's criminal record during the initial stages of the hiring process.
2. [\*\*Equal Employment Opportunity Commission \(EEOC\) - Enforcement Guidance on the Consideration of Arrest and Conviction Records\*\*](#)
  - The EEOC provides guidelines for employers on how to consider arrest and conviction records under Title VII of the Civil Rights Act of 1964.
3. [\*\*The Sentencing Project - Reports on Racial Disparities in the Criminal Justice System\*\*](#)
  - Research and reports from The Sentencing Project that highlight the racial disparities in incarceration rates and the broader impacts on communities of color.