

J.B. Hunt drops ban on hiring those with criminal records

Transportation giant J.B. Hunt has agreed to revise its hiring policy that the EEOC claimed prohibited hiring anyone with a criminal record.

The case began with a single black applicant who was denied a truck driving position because he had been convicted of a crime.

The EEOC claimed the conviction was unrelated to the man's potential job duties. Therefore, refusing to hire the applicant violated EEOC guidance on hiring those with a criminal record.

J.B. Hunt agreed to a five-year monitoring program and also settled with the applicant.

Before deciding whether to hire or turn down an applicant who has a criminal record, the EEOC recommends conducting an evaluation of the:

1. Nature and gravity of the offense or conduct
2. Time that has passed since conviction and completion of the sentence
3. Nature of the job.