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NEW CSC EMPLOYMENT POLICY PERMITS HIRING OF "GOOD RISK" OFFENDERS

Civil Service Commission Chairman John W. Macy, Jr., announces a new federal employment policy that will aid in the rehabilitation of "good risk" former offenders and support the national campaign against crime in America.

The new employment policy provides for the elimination of arrest-record questions on applications for employment, requiring instead only the listing of convictions for certain offenses. It also permits agencies to employ parolees and probationers without prior approval of the Civil Service Commission.

Changing the arrest-record questions on application forms, Macy said, will remove a factor which many have considered a barrier to efforts of innocent individuals seeking federal employment. The change, Macy pointed out, does not preclude the Commission and federal agencies from considering such records when encountered in the course of required investigations.

Principal points of the new policy statement, as outlined by the Commission, are:

--The Commission and the employing agencies will accept applications from persons who have records of criminal convictions and will consider for employment those adjudged to be good risks.

--Each applicant for federal employment must be judged on his individual merits. This means that the Commission and appointing officials will take into account such matters as the nature and seriousness of the offense, the circumstances under which it occurred, how long ago it occurred, whether or not it was an isolated or repeated incident, the age of the person at the time it was committed, social conditions which may have helped contribute to the offense, any evidence of rehabilitation, and the kind of position for which the person is applying.

--A few statutes relating to treason, bribery of government officials, and other matters specifically provide that persons convicted may not hold, or may be disqualified from holding, a federal office. The Commission's new policy does not apply to persons convicted of such offenses.

The new employment policy was developed by the Commission in response to a directive included in President Johnson's March 9 message to Congress calling for the reexamination of federal policies regarding the hiring of released "good risk" offenders and the preparation of "progressive and effective policies to deal fairly and sensibly with them."

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