Our goal is to improve awareness for jobseekers and individuals with barriers like a criminal history and to help increase their chances of success despite any past mistakes. You can turn your life into a new one!

For Services that will assist in gaining employment, you may visit the following:

**American Job Center**
710 West Marine Corps Drive
Suite 301 (3rd Floor), Bell Tower Plaza
Phone: 475-7000

**Hire Guam – Guam’s Job Bank**
https://www.facebook.com/hireguam/

**The Law and Regulations:**
Links to Statute & GAR

- Guam Legislature
  http://www.guamlegislature.com
- Guam Compiler of Laws
  http://www.guamcourts.org/compileroflaws/GCA/title22.html

**New Beginnings**
Suite 105F J&G Commercial Center, Hagåtña
Phone: 475-5440 or 647-5438
http://gbhwc.org/services/new-beginnings-drug-alcohol-treatment

**Tohge**
Suite 105F J&G Commercial Center, Hagåtña
Phone: 475-5440, 647-5438, 687-3504, 686-7531, or 687-1196
Email: tohgepscf@gmail.com
https://www.instagram.com/p/BlDLOrGHAtG/

**Salvation Army Lighthouse Recovery Center**
155004 Corsair Avenue Tiyan, Barrigada Phone: 477-7671 or 1-877-959-2027

**Oasis Empowerment Center**
556 Marine Corps Drive, Hagåtña
Phone: 646-4601
Email: oasis@guam.net
http://www.elimpacific.net

**Guam Behavioral Health and Wellness Center**
790 Gov. Carlos G. Camacho Road, Tamuning
Phone: 647-5440
Crisis Hotline: 647-8833/647-8834
http://gbhwc.guam.gov

**Guam Temporary Assistance for Needy Families - Department of Public Health and Social Services**
123 Chalan Kareta Route 10, Mangilao
Phone: 735-7101

**Pursuant to 22 GCA § 6102 (a) An employer shall not request that a police clearance or a court clearance be provided as part of the application for employment; however, upon a conditional offer, an employer may request that an employee provide evidence of any pending criminal cases or criminal history.**

**FCHPA applies to all employers who employ more than 15 employees, including private sector employers, and the local government.**

The FEPD also enforces other anti-discrimination laws that prohibit employment discrimination based on age (40 or older), disability, race, color, sex, national origin, genetic information, and retaliation.
An employer's use of an individual's criminal history in making employment decisions may, in some instances, violate FCHPA and Title VII of the Federal Civil Rights Act of 1964.

- As of February 2018, you are not required to supply a potential employer with your police and/or court clearance(s) until a conditional offer is made unless the position is exempt from the Act.

- The FEPD provides a range of informative materials and assistance to individuals and businesses with rights and responsibilities under the laws enforced by local statutes and are free of charge.

- The mission of the FEPD is to eliminate employment discrimination by enforcing the local and federal civil rights employment laws through administrative and judicial actions, education, and technical assistance.

- FEPD can help you file a complaint if you don’t understand the process.

- The Act does not give any right to employment or entitle you to any monetary award.

### Arrest and Conviction Records in Employment

**Arrest vs. Convictions**

- An arrest, without more, does not show that criminal conduct occurred. A conviction record is usually proof that a person engaged in actual criminal conduct.

- An employer can only consider arrests that resulted in the filing of a criminal case or records on convictions that are have not been dismissed, expunged or are sealed.

**Questions about Criminal Records**

- When asking questions about criminal records, the employer must first offer you a job, pending a review of your Police & Court Clearances. This is called a Conditional Job Offer.