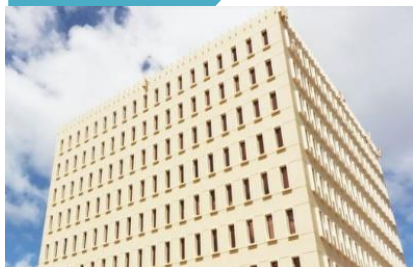


Other Resources

Our goal is to improve awareness for jobseekers and individuals with barriers like 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:

American Job Center



americanjobcenter
GUAM

414 W. Soledad Avenue
GCIC Bldg, Suite 300
Hagatna, Guam 96910

Hire Guam – Guam’s Job Bank

<https://www.hireguam.com/vosnet/Default.aspx>
<https://www.facebook.com/hireguam/>

The Law & Regulations Link to Statute & GAR

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

Other Resources You May Find Helpful

New Beginnings

- Suite 102 to 105F J&G Commercial Center, Hagatna
- Phone- (671)475-5438 or Fax:(671)477-7782
- <http://gbhwc.org/services/drug-alcohol-treatment>

Tohge

- 973 S S Marine Corps Dr Suite 201 Tamuning, Gu
- Phone: (671)989-6687, (671)787-WARM, or (671)686-9276
- <https://www.instagram.com/p/BIDL0rGHAtG/>

Salvation Army Lighthouse Recovery Center

- 155003 Corsair Avenue Tiyan, Barrigada
- Phone: 477-7671 or 1-877-959-2027

Oasis Empowerment Center

- 960 S Marine Corps Dr Suite 110 Tamuning, Guam
- Phone: 646-4601
- Email: oasis@guam.net
- <https://www.elimpacific.neyt>

Guam Behavioral Health & Wellness Center

- 790 Gov. Carlos G. Camacho Road, Tamuning
- Phone: 647-5440
- Crisis Hotline: 647-8833 or 647-8834
- <https://gbhwc.guam.gov>

Guam Temporary Assistance for Needy Families-Department of Public Health & Social Services

- 123 Chalan Kareta Route 10, Mangilao
- Phone: 735-7101
- <http://www.acf.hhs.gov/ofa/resource/gua-m-temporary-assistance-for-needy-families>

As of 9/20/2024

FAIR CHANCES HIRING PROCESS ACT P.L. 34-22 Guidance for Citizens



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 that have more than 15 employees, including private sector employers, and the local government.

The FEPA 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.

414 West Soledad Ave, GCIC Building, Suite 400
Hagatna, Guam 96910
Phone: (671)300-4544/4612 or 475-7037
Email: dol-fepa@dol.guam.gov
<http://dol.guam.gov/compliance/fepd/>



THE FEPD

An employer's use of an individual's criminal history in making employment decisions may, in some instances, violate FCHPA and the 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.

This compliance brochure is mandated by rules and regulations and is subject to change or interpretation. Please consult with our FEPD staff with specifics regarding this brochure or visit our website.

When Can an Employer Ask for Clearances?

- Requires the consideration of an applicant's criminal history for the purposes of employment.
- For any reason designated by the employer as part of a federal or local government position or obligation that is designed to encourage the employment of those with criminal histories.
- For any position which requires that the employee works in close proximity of or provides programs, services or direct care to minors.

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 have not been dismissed, expunged or are sealed.

Questions about Criminal Records

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

Tips When Applying For a Job

- After turning you have applied for the job gone through their hiring process, the employer may decide to extend a Conditional Job Offer.
- **If they request for a clearance and you supply then with one, they will review the clearance and make a final decision. If they decide to withdraw their Condition Job Offer, then you may accept that decision or ask for the reason that they withdrew.**
- **You** may ask for the reason for the withdrawal, and the employer ***must*** provide it to you in writing:
 - **"Statement of Denial"** Letter. This must include the following:
 - 1) A statement of the business reasons for the cancellation of the job offer.
 - 2) Show their consideration for each of these factors: the job duties, bearing, time elapsed from most recent criminal incident, your age at the time, frequency of criminality, and information produced by you as the applicant.
 - 3) The statement must advise you of your opportunity to file a complaint with FEPD.
 - Copies of all documents related to the recruitment.

FEPD CAN ASSIST YOU IN OBTAINING THESE DOCUMENTS IF YOU ARE UNSURE HOW TO PROCEED