

Washington Fair Chance Act Notice

Notice to Washington State applicants regarding the timing of criminal history inquiries — RCW 49.94.

The Washington Fair Chance Act (RCW 49.94) restricts when an employer may inquire about, consider, or obtain information about an applicant's criminal record.

Under the Act, {Employer Name} will not inquire about your criminal history until after determining that you are otherwise qualified for the position. Once you have been determined to be otherwise qualified, the employer may ask about your criminal history and may consider that information in making a hiring decision.

If, after considering your criminal history, {Employer Name} intends to take adverse action against you, you will receive advance notice and a reasonable opportunity to explain or correct that information, consistent with the Fair Credit Reporting Act.

If you believe your rights under the Washington Fair Chance Act have been violated, you may file a complaint with the Washington State Attorney General's Office.

For questions about the consumer report itself, contact **SafestHires** at admin@safesthires.com.

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