

FOR IMMEDIATE RELEASE

JOHN HOWARD SOCIETY OF ONTARIO LAUNCHES ONLINE TOOL TO HELP THOSE WITH A CRIMINAL RECORD SEARCHING FOR JOB

*EIGHT-IN-TEN CANADIANS BELIEVE THOSE WITH A CRIMINAL RECORD SHOULD HAVE THE
CHANCE TO WORK AGAIN*

TORONTO, ON – July 27, 2020 – Today, the John Howard Society of Ontario launched a [new online tool](#) to help those with a police record better navigate the job-seeking process. The online tool shows those who have a police record how they can proactively and transparently disclose their record to a potential employer. After consuming the material in the online tool, people will know their legal rights regarding criminal background checks and learn tips on how to effectively disclose a criminal record to a potential employer. Nearly one-in-seventeen Canadians report having a criminal record.

Black, Indigenous and People of Colour, especially youth, have disproportionately high rates of contact with police. This results in an overrepresentation of criminal records for people within these communities. While this online tool is a resource for all, an important part of its aim is to help provide additional supports for racialized Ontarians seeking to find employment with the burden of a criminal record.

“Having a police record can be a significant barrier to securing employment,” said Jacqueline Tasca, Director of Partnerships & Strategic Initiatives, John Howard Society of Ontario. “Getting a job allows people to contribute to their community and develop a positive self-identity. This empowers individuals while improving community safety, as employment has proven to reduce recidivism.”

“I am proud that our City has collaborated with the John Howard Society of Ontario on this great initiative. This new tool will have the ability to positively impact the lives of many people who are looking for jobs while facing societal barriers,” said Mayor John Tory. “This tool complements many of our City’s priorities including the Poverty Reduction Strategy, and Youth Equity Strategy and the work being done by our Confronting Anti-Black Racism Unit. During these challenging times when many people are struggling to find work, we need to do everything possible to ensure they have the resources available to help them.”

This initiative is informed by a first-ever national survey by John Howard Society of Ontario to understand Canadians’ opinions about hiring those with a criminal record.

[More about the survey](#)

One of the surest ways out of poverty and disenfranchisement is meaningful employment. This is especially true for people with criminal records. Employers in Ontario, however, are

416 408-4282

info@johnhoward.on.ca

342 Queen Street East
Toronto, ON M5A 1S8





increasingly using police record checks to screen people with criminal records out of the workforce altogether. Yet according to brand new polling research, at least eight-in-ten Canadians believe that those with a record who have been convicted and served their time should have the chance to work again once they have done their time. More findings from this survey include:

- Three-quarters of those surveyed agree that having a police record does not tell you much about what a person will do in the future or how well they will perform at a job.
- Three-quarters of Canadians agree that both employees with a criminal record and those without can do their job equally well.
- 82% of those surveyed agree those with a record should give back to society as an employed citizen.
- About half agree (and very few disagree) that these individuals have the determination to succeed and work with a positive attitude
- Only 12% agree that job candidates with a record will likely cause trouble in the workplace.

The new online tool lives on [PoliceRecordHub.ca](https://www.police-record-hub.ca), a dedicated website with resources helping those with criminal record. The John Howard Society of Ontario gratefully acknowledges the City of Toronto's support and partnership which made the creation of the online tool possible.

Survey Methodology

An online survey was conducted among 1,500 Canadians age 18 and over. The sample is representative of the national population in terms of age, gender, region and education. The survey was conducted by Navigator Ltd. and was in the field from March 27 to April 1, 2020.

-30-

About John Howard Society

For more than 90 years, we've worked to keep the humanity in justice. Today we continue to build a safer Ontario by supporting the people and communities affected by the criminal justice system. Our 19 local offices deliver more than 80 evidence-based programs and services focused on prevention, intervention and re-integration across the province. These range from helping youth develop the life skills that will let them achieve their full potential, to helping families navigate issues of criminal justice, to providing job training for those leaving incarceration so they can contribute to their community in a meaningful way. We promote practical, equitable policies while raising awareness of the root causes of crime and calling on Ontarians to share responsibility for addressing them. Within the system itself, we advocate for the fair treatment of every individual. Each year, our work impacts the lives of more than 100,000 Ontarians. To learn more, please visit [johnhoward.on.ca](https://www.johnhoward.on.ca).

For more information, please contact:

Ginger Shewell
Phone: 647-378-6611
ginger.shewell@mediaprofile.com

Cali Timmins
Phone: 647-206-5787
cali.timmins@mediaprofile.com