



**Employer Webinar  
Series**

**METRO  
ATLANTA**  
CHAMBER



**SB288**

**Georgia's**

**Second Chances Bill**



**SECOND  
CHANCE  
FOR GEORGIA**

unlocking opportunity through expungement

[SecondChanceGeorgia.org](http://SecondChanceGeorgia.org)

**Featuring:**

**Brenda Smeeton, Esq.**

**Legal Director**

**Georgia Justice Project**



**Employer  
Webinar Series**

**METRO  
ATLANTA  
CHAMBER**



# Second Chance for Georgia Campaign

## STRENGTHEN THE ECONOMY



The economy would regain the **\$87 billion in GDP** and **1.9 million workers** that are lost when people with a criminal history are excluded from the labor market.

## INCREASE PUBLIC SAFETY



In Illinois, steady employment led to a **62% reduction in recidivism** among individuals with a record.

## REDUCE BARRIERS



**4.3 million people** face lifetime barriers due to Georgia's narrow law. [\[Read more\]](#)

## INCREASE EMPLOYMENT



A University of Michigan study found that a cleared record **increased likelihood of employment by 11% and wages by 22%** within the first year.

# Terms to know

Expungement  
Background Checks  
Restriction & Sealing  
Pardon  
First Offender



**Employer  
Webinar Series**

METRO  
ATLANTA  
CHAMBER



## ❖ Expungement

- Term used in some states for record clearing

## ❖ Background checks

- GCIC – official record, get at law enforcement agencies
- Private Background Checks – most employers & landlords use, data from court records

## ❖ Restriction & Sealing

- Restriction – limits access to GCIC report
- Sealing – limits access to court records

## ❖ Pardon

- Certificate of forgiveness from the state

## ❖ First Offender

- If successfully complete sentence not a conviction, deferred adjudication

# What SB 288 Does...

...for people  
with a criminal history?



**Employer  
Webinar Series**

METRO  
ATLANTA  
CHAMBER



- ❖ Provides for restriction & sealing of certain **misdemeanor** convictions
  - Up to 2 convictions
  - 4 years after completion of sentence
  - Crime-free for 4 years
  - Court process
  
- ❖ Allows an individual who received a pardon for certain **felony** offenses to petition a court to restrict & seal their record

# What can you do to clean up Georgia records?

The big picture as of January 1, 2021



**Employer  
Webinar Series**

METRO  
ATLANTA  
CHAMBER



## ❖ **Felony Convictions**

- Retroactive First Offender
- Restrict & seal pardoned convictions
- Survivors First Act

## ❖ **Misdemeanor Convictions**

- Retroactive First Offender
- Restrict & seal up to 2 misdemeanor convictions
- Survivors First Act

## ❖ **First Offender Cases**

- Discharge and seal

## ❖ **Pending Cases**

- Restrict and seal dead dockets

## ❖ **Non-convictions**

- Restrict and seal

# What SB 288 Does...

...for Georgia employers?



**Employer  
Webinar Series**

METRO  
ATLANTA  
CHAMBER



- ❖ **Limits what you will see** on a background
  
- ❖ Provides **liability protection** by limiting the admissibility of evidence if...
  - Info was not relevant
  
  - Info was restricted & sealed or pardoned
  
  - Arrest did not result in a conviction

# Questions

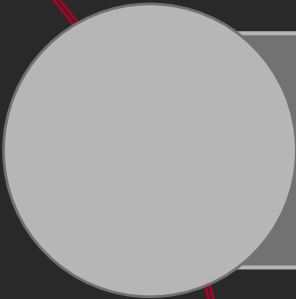


**Employer  
Webinar Series**

METRO  
ATLANTA  
CHAMBER

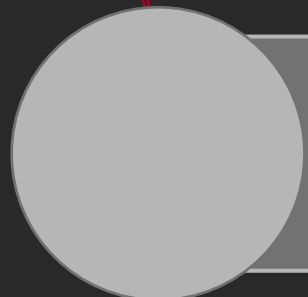




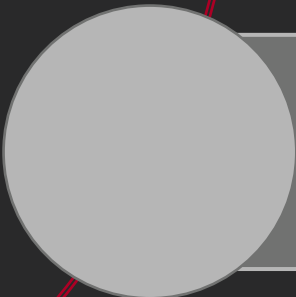


Amy Lancaster-King

- Director of Workforce Development
- [alancaster@macoc.com](mailto:alancaster@macoc.com)



Contact Us



Ashley Rivera

- Employer Liaison
- [Arivera@OpportunityATL.org](mailto:Arivera@OpportunityATL.org)