

Government of the District of Columbia Advisory Neighborhood Commission 4B



RESOLUTION #4B-25-0405 Calling For the DC Council To Strengthen and Expand “Ban the Box” Policies Adopted April 28, 2025

Advisory Neighborhood Commission 4B (Commission) takes note of the following:

- The District of Columbia enacted the Fair Criminal Record Screening Amendment Act of 2014, commonly known as the Ban the Box law, to prevent discrimination against returning citizens by prohibiting employers from inquiring about an applicant’s criminal record before making a conditional job offer.
- On January 20, 2025, the President of the United States issued pardons to MPD officers Terence Sutton and Lt. Andrew Zabavsky, who were previously convicted concerning the October 2020 death of Karon Hylton-Brown.
- Following these pardons, both officers were reinstated to the Metropolitan Police Department (MPD), raising concerns about accountability and public trust in law enforcement.
- Despite these convictions and documented violations of MPD General Orders, the pardoned officers could potentially seek reinstatement or other employment in law enforcement without undergoing proper scrutiny.
- The existing Ban the Box law does not sufficiently protect communities from individuals with histories of serious criminal misconduct entering sensitive roles, nor does it adequately ensure that all returning citizens have equitable access to employment opportunities.
- The principle behind Ban the Box—that individuals should not face perpetual punishment for past convictions—should also apply to ensuring that pardon recipients do not bypass necessary scrutiny, especially in public safety positions.
- The DC Council must take immediate action to ensure Ban the Box policies reflect both the need for second chances and public safety

protections, particularly for those seeking reinstatement in law enforcement or government roles.

RESOLVED:

- Advisory Neighborhood Commission 4B calls on the DC Council to amend and strengthen Ban the Box policies by expanding the law to private employers to ensure broad protections against hiring discrimination, ensuring that individuals convicted of violent offenses, including those who later receive presidential pardons, must undergo an additional public safety review before being considered for positions in law enforcement or government, mandating an appeals process for applicants denied employment based on criminal records, ensuring fairness in hiring decisions and providing incentives for businesses to hire returning citizens, including tax credits and workforce development funding.
- The Commission urges the DC Council to introduce legislation that prevents law enforcement officers convicted of crimes, including those later pardoned, from being reinstated to duty or holding public safety positions.
- The Commission requests the Office of the DC Auditor to conduct a comprehensive review of how the Ban the Box legislation is currently implemented, how presidential pardons impact employment opportunities, and ensure that public safety roles remain protected from individuals with histories of serious misconduct.
- ANC 4B encourages community engagement and hearings on Ban the Box reform to gather public input on expanding employment protections while maintaining appropriate safeguards for sensitive positions.

FURTHER RESOLVED:

That the Commission designates Commissioner Tiffani Nichole Johnson, ANC 4B06, to represent the Commission in all matters relating to this Resolution.

FURTHER RESOLVED:

That, in the event the designated representative Commissioner cannot carry out their representative duties for any reason, the Commission authorizes the Chair to designate another Commissioner to represent the Commission in all matters relating to this Resolution.

FURTHER RESOLVED:

That, consistent with DC Code § 1-309, only actions of the full Commission voting in a properly noticed public meeting have standing and carry great weight. The actions, positions, and opinions of individual commissioners,

insofar as they may be contradictory to or otherwise inconsistent with the expressed position of the full Commission in a properly adopted resolution or letter, have no standing and cannot be considered in any way associated with the Commission.

ADOPTED by voice vote at a regular public meeting (notice of which was April 28, 2025, by a vote of __ yes, __ no, __ abstentions.

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