Criminal History Record Information Act

The Criminal History Record Information Act 18 Pa.C.S. Ch. 91 (CHRIA) governs how employers in Pennsylvania may request, receive, and use criminal history information in hiring decisions.

What Counts As Criminal History Information?

Includes:

- Arrests and charges
- Court dispositions (convictions, dismissals, acquittals)

Does NOT include:

- Investigative or intelligence information
- Treatment records
- Public court dockets (see below)

What Employers May See

The Pennsylvania State Police is the official source of criminal history information.
They must remove:

- Arrests older than 3 yrs with no disposition
- Expunged records
- Sealed records (Limited Access / Clean Slate)

HR Use Rules (§ 9125)

Employers MAY consider:

- Felony and misdemeanor convictions
- Convictions only if related to the job

** If a hiring decision is based on criminal history, written notice MUST be provided to the applicant.*

Employers MAY NOT consider:

- Arrests without conviction
- Expunged or pardoned records
- Summary offenses
- Sealed records (Limited Access / Clean Slate)

Court dockets (UJS Portal) are public records, but **public visibility does NOT mean legal use**. Even if a record appears online, it may **NOT** be used if CHRIA prohibits it (ex: summaries, sealed records, arrests without convictions).

RECORDERASER PENNSYLVANIA

1801 LITITZ PIKE, STE. 3, LANCASTER, PA 17601
717.925-7820 | INFO@RECORDERASER.NET