



B.I.G Day, Big help

Info Cubic has deep roots in the Denver community and strives to give back throughout the year; 2011 is no exception. In fact just this past Saturday, the Info Cubic team headed to the York St. location of the Denver Botanic Gardens as part of 'The B.I.G Day' program sponsored by the South Denver Metro Chamber of Commerce.

This B.I.G. day (Be Involved Give) organizes hundreds of volunteers all over the city to get out one day each year to give their time to local non profits in need. This year brought in over 500 volunteers! Some of us are definite green thumbs, while others have a hard time keeping plastic plants alive, but we were all very excited to be a part of 'The B.I.G. Day' at the gardens.

We spent the day working in the community garden planting trees, weeding, working in compost, and taking apart flower beds. It was a terrific day to be out, and though we all left dirty and very tired, it was a worthwhile experience. The Denver Botanic Gardens is the nation's 5th largest botanic garden organization, and we were happy to contribute our time to them as part of 'The B.I.G Day' program.

Philadelphia gets on the "Ban The Box" Band Wagon

In April 2011, the Mayor of Philadelphia signed Philadelphia Bill 110111-A, captioned the Fair Criminal Record Screening Standards Act. This city has now joined others that impose further restrictions on employer inquires into criminal record history. Massachusetts and Hawaii have enacted similar so-called "ban the box" legislation governing employers. Minnesota, New Mexico and Connecticut have enacted laws that apply only to public sector employers. Several other cities, such as Boston, Massachusetts, and Madison, Wisconsin, have passed similar legislation recently.

The new ordinance creates three basic restrictions on the use of criminal record histories by employers subject to the Act:

1. Employers may not inquire of applicants or employees about any arrest or criminal accusation that is not still pending and did not result in a conviction. **Please note that effective immediately Info Cubic will no longer supply clients with non-conviction information.**
2. Employers may not require job applicants to disclose any criminal convictions during the application process through the first "interview," and if employers do not conduct "interviews," they are prohibited from gathering any information regarding the applicant's criminal convictions during the hiring process. (The term "interview" is broadly defined to include "any direct contact by the employer with the applicant, whether in person or by telephone, to discuss the employment being sought or the applicant's qualifications.")
3. Employers may not take any adverse action against an applicant or incumbent employee (e.g., refuse to hire, transfer, promote, or terminate) because of past arrests or criminal accusations which did not result in convictions.

Your organization may need to review its policies to see how this change will affect your practices.



Info Cubic is now on Facebook!

We have finally joined the world wide social network that is Facebook! By visiting our page, www.facebook.com/infocubic.usa, you are all able to take a look into our office activities here at Info Cubic. We have a variety of photos from our group volunteer projects, conferences, and staff pictures.

Also, please fill free to comment on our review section and tell us what you think about our company and staff. We hope to see more friendly faces on there. We hope you will all enjoy having a more personal glimpse into our office activities and staff.

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