**Reasons to Consider Hiring a Man with a Sexual Offense History**

*The following are some reasons to consider hiring a man with a sexual offense history. The purpose of this list is to inform prospective employers of some of the factors that are often present with men with this type of history. These are general statements and each individual should be looked at based on their own qualifications.*

1) **Accountability**: If the individual is on Probation or Parole for a sex offense, they will most likely have a number of conditions that they are required to abide by, making them accountable to not only the employer but also the P.O. This factor tends to help keep an individual away from engaging in problematic behaviors.

2) **Longevity**: Stability is one of the factors that help an individual to lower their level with the Sex Offender Registry Board (SORB). That includes job stability, increasing the likelihood that an individual will stay with an employer longer.

3) **Cautious**: As a registered sex offender, the individual tends to feel like he is “under the spotlight” and tends to be more cautious about the decisions that he makes. To have an employee who thinks twice before they act makes for a safer and friendlier work environment.

4) **Tolerance:** Many men who have gone through the experiences of being incarcerated as a sex offender have developed the ability to tolerate negative comments and not react adversely. This type of person is less likely to get involved with workplace conflict and thus not cost the employer time and money to resolve such conflicts.

5) **Gratitude:** A man with a sex offender history is more appreciative of being hired due to the fact that it is not easy for him to find work. This gratefulness has the potential to spread to coworkers and has many other positive consequences.

6) **Openness to Feedback:**  A man with this history has often had to deal with a great deal of criticism from various people in his life. Often, he becomes skilled at accepting the feedback and less defensive. As a new employee who may need to be corrected as he learns the job, he will likely be easier to deal with as opposed to someone who has had less experience with being corrected.

7) **Diligence:**  Working harder to prove that he is much more than just a man who has sexually offended is often something that occurs within this population. In jail, men with sex offense charges are often the best workers as well as easiest to manage.

8) **Behavioral Awareness:** Being aware of risk factors is something that is stressed in Sex Offender Treatment. These include not only the risk factors of sexual reoffending, but risk factors of any acting out behavior. This awareness helps the individual to engage in fewer risky situations in life and thus be less of a liability to the employer, both from a safety and a customer prospective.

9) **High Standards:**  Men with a sex offending history often learn to live by a higher code of ethics than the average person. Due to the fact that even an accusation of sexual misconduct could jeopardize their freedom, these men are often less likely to engage in any type of inappropriate sexual behavior. No employer wants to deal with sexual harassment issues if they can be avoided.

10) **Ongoing Treatment Support:**  Many men with sex offense histories are involved in a weekly treatment group where they receive the guidance and support of other men in similar situations. This consistent factor allows the individual a place to discuss issues that they may be having at work and receive meaningful feedback from others who may have had the same issues in the past. Having this positive place to vent often helps the employee resolve issues before they become larger and time consuming to the employer.

11) **OTHER PROGRAMS:** In addition to having attended treatment for sexual offending, many men have also completed a variety of other self-development and vocational programs during their incarceration. Programs such as Anger Management, Substance Abuse Education, and Pre-Employment Training among others. Having successfully completed these programs help to increase their self-esteem as well as provide them with healthier ways of dealing with issues in the future.

12) **SUPPORT:** Through After Incarceration Support Services (AISS), men who have been incarcerated have ongoing support with various programs such as Mentorship, Housing, AA/NA Meetings, and a support group specifically for men with sex offending histories. They also work with a counselor who the employer can contact if the need arises. Having this support is beneficial to the employer at times when they feel that a consultation about or with the employee would be in order.