**Article 23-A of the New York State Correction Law**

*(Requires employers to consider the following eight factors:)*

1. The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more criminal offenses.
2. The seriousness of the offense or offenses
3. The time which has elapsed since the occurrence of the criminal offense or offenses
4. The specific duties and responsibilities necessarily related to the license or employment sought
5. The age of the person at the time of the occurrence of the criminal offense or offenses
6. Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct
7. The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his ability to perform one or more such duties or responsibilities
8. The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of specific individuals or the general public.