

Hawaii Supreme Court Says Employer Failed to Establish “Rational Relationship” Between Applicant’s Drug Conviction and Position Sought

Law and the Workplace Blog on **March 24, 2015**

Hawaii, like some other states, only permits employers to consider convictions that bear a “rational relationship to the duties and responsibilities of the position.” Recently, the Hawaii Supreme Court had occasion to decide an issue that few other courts have addressed—the relationship of an applicant’s drug conviction to the job sought...

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