Fidelity Bonding Program

The Fidelity Bonding Program was created to assist certain at-risk, but qualified, job applicants who have bona fide offers of employment. Some employers view ex-offenders and other individuals who have questionable backgrounds as high-risk and possibly untrustworthy workers.

What is a fidelity bond?

A fidelity bond is a business insurance policy for employers that hire, retain, or promote at-risk individuals. It is purchased to protect an employer against loss due to employee dishonesty, including theft, forgery, larceny, and embezzlement.

The Fidelity Bonding Program offers a business insurance policy from Union Insurance Group. A covered employee is any worker currently bonded by the Fidelity Bonding Program.

How does the fidelity bond work?

- Bonds are issued starting at $5,000.
- Bonds are issued at no cost to the employer, with no deductible.
- Bonds serve as an incentive to encourage employers to hire, retain, or promote at-risk individuals.
- Fidelity bonding indemnifies a single, specific employer-employee relationship.
- Bond insurance becomes effective on the employee's first day of employment.
- The fidelity bond is mailed directly to the employer.
- Free fidelity bonding coverage is provided for a six-month period; thereafter, if no claim is made against the bond, it can be renewed through the regular commercial network.

Eligibility for bonding services

At-risk individuals eligible for fidelity bonding services include the following:
- Ex-offenders, including individuals with records of arrest, probation, or any police record
- Individuals with poor credit histories, including bankruptcy
- Veterans dishonorably discharged from the military
- Public assistance recipients
- Individuals with a substance abuse history
- Disadvantaged youth who lack a work history

Requests for fidelity bonding

Either the job applicant or the prospective employer can request bonding through any Workforce Solutions Office.

At the time of the publication of this document, the Fidelity Bonding program is 100 percent funded as part of a $100,000 grant from the US Department of Labor.