

Even Banks Can Violate New EEOC Guidelines on Criminal Background Checks

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[Michael Kelsheimer](#), a shareholder in Gray Reed & McGraw's employment section, was published in the Aug 27 edition of *Bankers Digest* on "Even Banks Can Violate New EEOC Guidelines on Criminal Background Checks."

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[Michael Kelsheimer](#) focuses his practice on the employment law needs of Texas businesses and executive employees. He recognizes that the cost and expense of litigation make resolving employment disputes challenging. To help avoid these concerns, he utilizes his experience in and out of the courtroom to prevent or quickly resolve employment disputes through proactive employer planning and timely advice. When a dispute cannot be avoided, Michael relies upon his prior experience as a briefing attorney for the United States District Court and his extensive experience in employment and commercial lawsuits to secure favorable resolutions for his clients. Michael has experience in a wide variety of employment and commercial matters including cases involving race and sex discrimination, fair labor standards, covenants not to compete, deceptive trade, fraud, negligence, and enforcement of contracts in state and federal courts as well as through binding arbitration. Michael is also the author of the Texas "[Employer Handbook](#)", a monthly guide for Texas business owners.

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