

1                   A bill to be entitled  
 2           An act relating to discrimination in employment  
 3           screening; creating s. 760.105, F.S.; prohibiting an  
 4           employer from inquiring into or considering an  
 5           applicant's criminal record on an initial employment  
 6           application unless required by law; providing an  
 7           effective date.

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 9           WHEREAS, reducing barriers to employment for people who  
 10          have a criminal history and decreasing unemployment in  
 11          communities that have concentrated numbers of people who have a  
 12          criminal history are issues of statewide concern, and

13          WHEREAS, restricting employers from inquiring into or  
 14          considering an applicant's criminal history on any initial  
 15          employment application increases employment opportunities for  
 16          those who have a criminal history, thereby reducing the rate of  
 17          recidivism and improving economic stability, NOW, THEREFORE,

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 19          Be It Enacted by the Legislature of the State of Florida:

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 21          Section 1.   Section 760.105, Florida Statutes, is created  
 22          to read:

23          760.105 Unlawful employment screening.—Unless otherwise  
 24          required by law, an employer may not inquire into or consider an  
 25          applicant's criminal history on an initial employment  
 26          application. An employer may inquire into or consider an

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27 applicant's criminal history only after the applicant's  
28 qualifications are screened and the employer determines that the  
29 applicant meets the minimum employment requirements specified  
30 for a given position.

31 Section 2. This act shall take effect July 1, 2015.