

HB 505

2014

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.

8  
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,

18  
19 Be It Enacted by the Legislature of the State of Florida:

20  
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 have been screened and the employer has  
29 | determined that the applicant meets the minimum employment  
30 | requirements specified for a given position.

31 |       Section 2.   This act shall take effect July 1, 2014.