

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

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

13 WHEREAS, restricting an employer from inquiring into or
 14 considering an applicant's criminal history on an 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, a public employer, as defined in s. 440.102,
 25 may not inquire into or consider an applicant's criminal history
 26 on an initial employment application. A public employer may

HB 353

2016

27 inquire into or consider an applicant's criminal history only
28 after the applicant's qualifications have been screened and the
29 employer has determined that the applicant meets the minimum
30 employment requirements specified for a given position.

31 Section 2. This act shall take effect July 1, 2016.