

By Senator Powell

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1 A bill to be entitled
2 An act relating to background screening; creating s.
3 435.13, F.S.; prohibiting employers from excluding
4 applicants from an initial interview for employment
5 under certain conditions; providing a civil penalty
6 for violations of the act; providing applicability;
7 providing exceptions; requiring the Department of
8 Economic Opportunity to enforce the act; providing an
9 effective date.

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

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13 Section 1. Section 435.13, Florida Statutes, is created to
14 read:

15 435.13 Unlawful employment practices.-

16 (1) Notwithstanding any other law, an employer may not
17 exclude an applicant from an initial interview for employment
18 solely because he or she has been found guilty of, regardless of
19 adjudication, or entered a plea of nolo contendere or guilty to,
20 or was adjudicated delinquent and the record has not been sealed
21 or expunged for, any offense listed under s. 435.04(2).

22 (2) An employer excludes an applicant from an initial
23 interview if the employer:

24 (a) Requires an applicant to disclose on an employment
25 application whether he or she has been found guilty of,
26 regardless of adjudication, or entered a plea of nolo contendere
27 or guilty to, or was adjudicated delinquent and the record has
28 not been sealed or expunged for, any offense listed under s.
29 435.04(2);

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30 (b) Requires an applicant to disclose before an initial
31 interview whether he or she has been found guilty of, regardless
32 of adjudication, or entered a plea of nolo contendere or guilty
33 to, or was adjudicated delinquent and the record has not been
34 sealed or expunged for, any offense listed under s. 435.04(2);
35 or

36 (c) Requires an applicant to disclose before the employer
37 makes a conditional offer of employment whether he or she has
38 been found guilty of, regardless of adjudication, or entered a
39 plea of nolo contendere or guilty to, or was adjudicated
40 delinquent and the record has not been sealed or expunged for,
41 any offense listed under s. 435.04(2), if no interview is
42 conducted.

43 (3) This section does not prevent an employer from
44 considering an applicant's conviction history when making a
45 hiring decision.

46 (4) An employer that violates this section is subject to a
47 civil penalty of not more than \$5,000 for each violation.

48 (5) Subsections (1) and (2) do not apply:

49 (a) If federal, state, or local law, including
50 corresponding rules and regulations, requires the consideration
51 of an applicant's criminal history;

52 (b) To an employer that is a law enforcement agency;

53 (c) To an employer in the criminal justice system; or

54 (d) To an employer seeking an employee for a volunteer
55 position.

56 (6) The Department of Economic Opportunity shall enforce
57 this section.

58 Section 2. This act shall take effect July 1, 2021.