## — HOUSE RESEARCH — Bill Summary —

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This bill prohibits a public employer from considering the criminal history of an applicant for employment until after the applicant has been scheduled for a job interview.

Chapter 364 provides generally that a person may not be disqualified from public employment based on their criminal history, unless the applicant's criminal history is directly related to the position of employment sought by the applicant, and the applicant has not shown evidence of rehabilitation and fitness to perform the duties of the job.

The prohibition on considering criminal history until after an interview is scheduled does not apply to public employers who have a statutory duty to conduct a criminal history background check or consider criminal history in the hiring process.

Based on another existing section of chapter 364, the provisions of this bill also would not apply to a number of specified agencies, including law enforcement agencies and fire protection agencies.