

## House Resolution 1102

By: Representatives Williams of the 168<sup>th</sup>, Brooks of the 55<sup>th</sup>, Stephenson of the 90<sup>th</sup>, Dawkins-Haigler of the 91<sup>st</sup>, Waites of the 60<sup>th</sup>, and others

## A RESOLUTION

1 Supporting "Ban the Box" initiatives to facilitate re-entry into the workforce; and for other  
2 purposes.

3 WHEREAS, the House of Representatives has a long history of supporting meaningful  
4 re-entry and rehabilitation opportunities for citizens returning from jails and prisons to their  
5 homes and communities; and

6 WHEREAS, questions about an applicant's criminal record on a job application should be  
7 removed from employment applications because it may prematurely rule out an otherwise  
8 qualified candidate; and

9 WHEREAS, an employer should only be able to ask about an applicant's criminal history  
10 once the applicant is selected for an interview, allowing him or her to be evaluated initially  
11 based on all of his or her skills and qualifications rather than being discriminated against  
12 solely because of the applicant's past; and

13 WHEREAS, employers should still be able to conduct background checks once they select  
14 the applicants to be interviewed; and

15 WHEREAS, employers benefit by opening up the initial phase of the hiring process to a  
16 larger and potentially more qualified and diverse pool of applicants; and

17 WHEREAS, employers would have the opportunity to determine if an applicant's past is  
18 relevant to his or her current qualifications as a potential employee; and

19 WHEREAS, employers would be less likely to miss applicants with the necessary skills,  
20 qualifications, and character for the job by not inquiring about an applicant's criminal record  
21 on the job application; and

22 WHEREAS, Americans will benefit by developing a workforce that is employed to its full  
23 potential, both now and in the future, as the demand for trained and skilled employees  
24 increases; and

25 WHEREAS, other states, including Colorado, Connecticut, Illinois, and Maryland, and the  
26 District of Columbia have adopted legislation to "Ban the Box" for public sector employers,  
27 while Hawaii, Massachusetts, Minnesota, and Rhode Island have adopted legislation to "Ban  
28 the Box" for both public and private employers.

29 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES that  
30 the members of this body support rehabilitation of criminal offenders by making changes to  
31 employment laws and encourage states to ban the disclosure of a criminal record or criminal  
32 history on job applications, prior to an initial interview.

33 BE IT FURTHER RESOLVED that the Clerk of the House of Representatives is authorized  
34 and directed to transmit an appropriate copy of this resolution to the President of the United  
35 States, the Vice President of the United States, members of the United States House of  
36 Representatives and United States Senate, and other federal and state government officials  
37 as appropriate.