A bill to be entitled
An act relating to discrimination in employment
screening; creating s. 760.105, F.S.; prohibiting an
employer from inquiring into or considering an
applicant’s criminal history on an initial employment
application unless required to do so by law; providing
an effective date.

WHEREAS, reducing barriers to employment for people who
have a criminal history and lowering unemployment rates in
communities that have concentrated numbers of people who have a
criminal history are issues of statewide concern, and
WHEREAS, restricting an employer from inquiring into or
considering an applicant’s criminal history on an initial
employment application increases employment opportunities for
those who have a criminal history, thereby reducing the rate of
recidivism and improving economic stability, NOW, THEREFORE,

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

Section 1. Section 760.105, Florida Statutes, is created to
read:

760.105 Unlawful employment screening.—Unless otherwise
required by law, an employer may not inquire into or consider an
applicant’s criminal history on an initial employment
application. An employer may inquire into or consider an
applicant’s criminal history only after the applicant’s
qualifications have been screened and the employer has
determined that the applicant meets the minimum employment
requirements specified for a given position.

Section 2. This act shall take effect July 1, 2015.