

Regular Session, 2014

HOUSE CONCURRENT RESOLUTION NO. 85

BY REPRESENTATIVE SMITH

CIVIL SERVICE: Requests agencies in state government to adopt ban the box employment policies

1 A CONCURRENT RESOLUTION

2 To urge and request each agency in state government to develop and implement employment
3 policies that remove questions about criminal history from the initial job application
4 and delay any background check until later in the hiring process for unclassified
5 positions for which a criminal background check is not required by law.

6 WHEREAS, the state of Louisiana incarcerates a large number of people, most of
7 whom will eventually return to their communities; and

8 WHEREAS, according to the Louisiana Department of Public Safety and
9 Corrections, division of corrections services, approximately fifteen thousand state offenders
10 are released each year from Louisiana prisons; and

11 WHEREAS, these people are expected to return to their communities and be law-
12 abiding, productive citizens; and

13 WHEREAS, unfortunately, nearly half of persons released from prison in Louisiana
14 will return to prison within five years; and

15 WHEREAS, getting and keeping a job are crucial to avoiding recidivism; and

16 WHEREAS, while Louisiana has developed and implemented programs and services
17 to better prepare offenders to return to their communities, including job skills training and
18 educational programs about how to find a job, more needs to be done; and

19 WHEREAS, ten states and more than fifty cities and counties have taken initiatives,
20 widely known as "ban the box", that typically involve removing questions about criminal

1 history from the initial job application and delaying the criminal background check until
2 later in the hiring process.

3 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby
4 urge and request each agency in state government to develop and implement employment
5 policies that remove questions about criminal history from the initial job application and
6 delay any background check until later in the hiring process for unclassified positions for
7 which a criminal background check is not required by law.

8 BE IT FURTHER RESOLVED that a suitable copy of this Resolution be transmitted
9 to each statewide elected official and the chief executive officer of each department in the
10 executive branch of state government.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

Smith

HCR No. 85

Requests each agency in state government to develop and implement employment policies that remove questions about criminal history from the initial job application and delay any background check until later in the hiring process for unclassified positions for which a criminal background check is not required by law.