



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

3 WHEREAS, moving the consideration of criminal history until later in the hiring  
4 process does not prohibit the employer from considering this information in deciding  
5 whether to actually hire a person, it simply allows the prospective employee an opportunity  
6 to discuss the information, which could be incorrect or incomplete, in the context of the  
7 position; and

8 WHEREAS, the Louisiana Department of State Civil Service has performed  
9 extensive research and examination of the needs of state agencies relative to the  
10 consideration of criminal history information in the context of hiring procedures and has  
11 begun the process of removing questions about criminal history from its initial application  
12 form for certain positions.

13 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby  
14 commend the Louisiana Department of State Civil Service, under the leadership of the State  
15 Civil Service Commission and the director of state civil service, Shannon Templet, for  
16 performing extensive research and examination of the needs of state agencies relative to  
17 consideration of criminal history information in the context of hiring procedures and for  
18 beginning the process of removing questions about criminal history from its initial  
19 application form for certain positions.

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#### 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)]

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Smith

HCR No. 97

Commends the La. Dept. of State Civil Service, under the leadership of the State Civil Service Commission and the director of state civil service, Shannon Templet, for performing extensive research and examination of the needs of state agencies relative to consideration of criminal history information in the context of hiring procedures and for beginning the process of removing questions about criminal history from its initial application form for certain positions.