

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2019

H.B. 834
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HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH10505-LR-101A

Short Title: Ban the Box.

(Public)

Sponsors: Representative K. Smith.

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO PROHIBIT STATE AGENCIES FROM INQUIRING INTO OR CONSIDERING
3 THE CRIMINAL RECORD OF A JOB APPLICANT UNTIL THE APPLICANT HAS
4 BEEN SELECTED FOR AN INTERVIEW.

5 The General Assembly of North Carolina enacts:

6 SECTION 1. Article 6 of Chapter 126 of the General Statutes is amended by adding
7 a new section to read:

8 "**§ 126-18.1. Consideration of criminal history record.**

9 (a) Notwithstanding any other provision of law, a State agency shall not inquire into or
10 consider the criminal record or criminal history of an applicant for employment until the applicant
11 has been selected for an interview by the employer.

12 (b) This section does not apply to the Department Public Safety if there is a statutory duty
13 to conduct a criminal history record check or otherwise take into consideration a potential
14 employee's criminal history during the hiring process.

15 (c) This section does not prohibit a State agency from notifying applicants that law or the
16 employer's policy will disqualify an individual with a particular criminal history record from
17 employment in particular positions."

18 SECTION 2. This act becomes effective July 1, 2019, and applies to applications
19 for employment submitted on or after that date.



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