

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2019

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HOUSE BILL 834

Short Title: Ban the Box.

(Public)

Sponsors: Representative K. Smith.

*For a complete list of sponsors, refer to the North Carolina General Assembly web site.*

Referred to: Rules, Calendar, and Operations of the House

April 18, 2019

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.

