

HOUSE RESEARCH

Bill Summary

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Section

- 1** **Limitation of admissibility of criminal history.** Specifies that the limitations on the use of criminal history information of an employee or former employee in a civil action against an employer applies if the action is based on the employer's compliance with state requirements in section 364.021 regarding how criminal histories may be used in hiring processes.
- 2** **Public and private employment; consideration of criminal records.** Adds private employers (the law currently applies only to public employers) to those who cannot inquire into or consider the criminal history of a job applicant until the applicant has been selected for an interview.
- 3** **Violations; procedure; remedies.** Provides remedies to employees of public and private employers.
- 4** **Exceptions.** States that the bill does not supersede other statutorily-required criminal history background checks or records required for particular employment.
- 5** **Violation of civil rights.** Clarifies applicability.