

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013

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HOUSE DRH10171-LR-68 (02/21)

Short Title: Public Emp. Applicants/Criminal Convictions. (Public)

Sponsors: Representative Pierce.

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO REQUIRE THE OFFICE OF STATE PERSONNEL TO ESTABLISH
3 POLICIES IDENTIFYING THE SPECIFIC OCCUPATIONAL CATEGORIES FOR
4 WHICH A CRIMINAL CONVICTION IS A BAR TO EMPLOYMENT AND TO
5 AUTHORIZE THAT, FOR THOSE CATEGORIES, THE HIRING AUTHORITY MAY
6 REQUIRE DISCLOSURE OF A PRIOR CONVICTION ON INITIAL APPLICATION
7 FOR EMPLOYMENT; AND TO PROVIDE THAT, FOR ALL OTHER
8 OCCUPATIONAL PROCESS, MAKE AN INQUIRY REGARDING A CRIMINAL
9 CONVICTION ON THE CONSIDERATION OF A CONVICTION AFTER THE
10 APPLICANT HAS BEEN SELECTED AS A FINALIST FOR THAT POSITION.

11 The General Assembly of North Carolina enacts:

12 SECTION 1. The Office of State Personnel shall adopt rules to:

- 13 (1) Identify the specific occupational categories for which a criminal conviction
14 is a bar to State employment, and authorize for those categories the hiring
15 authority to require disclosure of prior criminal convictions on the initial
16 application for State employment.
17 (2) Provide that, for all other occupational categories, State employment hiring
18 authorities may not during the hiring process make an inquiry regarding a
19 conviction on the initial application for employment and may only take into
20 consideration a criminal conviction after the applicant has been selected as a
21 finalist for that position.

22 SECTION 2. The Office of State Personnel shall develop a protocol for State
23 agencies, departments, and institutions to collect and track application and hiring rates of
24 individuals with criminal convictions.

25 SECTION 3. This act is effective when it becomes law.

