

Regular Session, 2014

HOUSE CONCURRENT RESOLUTION NO. 97

BY REPRESENTATIVE SMITH

1 A CONCURRENT RESOLUTION

2 To commend the Louisiana Department of State Civil Service, under the leadership of the  
3 State Civil Service Commission and the director of state civil service, Shannon  
4 Templet, for performing extensive research and examination of the needs of state  
5 agencies relative to consideration of criminal history information in the context of  
6 hiring procedures and for beginning the process of removing questions about  
7 criminal history from its initial application form for certain positions.

8 WHEREAS, the state of Louisiana incarcerates a large number of people, most of  
9 whom will eventually return to their communities; and

10 WHEREAS, according to the Louisiana Department of Public Safety and  
11 Corrections, division of corrections services, approximately fifteen thousand state offenders  
12 are released each year from Louisiana prisons; and

13 WHEREAS, these people are expected to return to their communities and be law-  
14 abiding, productive citizens; and

15 WHEREAS, unfortunately, nearly half of the persons released from prison in  
16 Louisiana will return to prison within five years; and

17 WHEREAS, getting and keeping a job is crucial to reducing the risk of recidivism;  
18 and

19 WHEREAS, while Louisiana has developed and implemented programs and services  
20 to better prepare offenders to return to their communities, including job skills training and  
21 educational programs about how to find a job, more needs to be done; and

22 WHEREAS, ten states and more than fifty cities and counties have taken initiatives,  
23 widely known as "ban the box", that typically involve removing questions about criminal  
24 history from the initial job application and delaying the criminal background check until  
25 later in the hiring process; and

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

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

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

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SPEAKER OF THE HOUSE OF REPRESENTATIVES

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PRESIDENT OF THE SENATE