# H. R. 4020

To reform United States drug policy, and for other purposes.

#### IN THE HOUSE OF REPRESENTATIVES

June 17, 2021

Mrs. Watson Coleman (for herself, Ms. Bush, Ms. Moore of Wisconsin, Mr. Thompson of Mississippi, Ms. Pressley, Ms. Ocasio-Cortez, Mr. Espaillat, Ms. Lee of California, Ms. Omar, Mr. Bowman, and Ms. Tlaib) introduced the following bill; which was referred to the Committee on the Judiciary, and in addition to the Committees on Energy and Commerce, Oversight and Reform, Financial Services, Transportation and Infrastructure, House Administration, Armed Services, and the Budget, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

## A BILL

To reform United States drug policy, and for other purposes.

- 1 Be it enacted by the Senate and House of Representa-
- 2 tives of the United States of America in Congress assembled,
- 3 SECTION 1. SHORT TITLE.
- 4 This Act may be cited as the "Drug Policy Reform
- 5 Act of 2021" or as the "DPR Act of 2021".
- 6 SEC. 2. FINDINGS.
- 7 Congress finds the following:

- (1) For most of the past century the United States has adopted increasingly punitive policies toward the possession, use, and distribution of drugs. Particularly in the last 50 years, the United States has built a massive regime to enforce those policies.
- (2) Congress and State legislatures have adopted increasingly harsh sentencing schemes such as mandatory minimums, established far-reaching and oppressive civil sanctions and collateral consequences, approved policies weakening the Fourth Amendment for drug searches and seizures, and fostered incentives for aggressive and militarized policing in the alleged pursuit of drugs.
- (3) Every year, there are more than 1.4 million arrests in the United States for drug-related offenses. In over 85 percent of those arrests, drug possession was the most serious offense. Drug arrests disproportionately impact people of color and more commonly occur in historically overpoliced, low-income communities. A criminal record, even for an arrest that did not result in a conviction, has a profound impact on individuals, often interrupting employment, housing, family relationships, child custody, and education.

- 1 (4) A health-based approach to drug use and
  2 overdose is more effective, humane and cost-effective
  3 than criminal punishments. Subjecting people to
  4 criminal penalties, stigma, and other lasting collat5 eral consequences because they use drugs is expen6 sive, ruins lives, and can make access to treatment
  7 and recovery more difficult.
  - (5) Despite high numbers of arrests and incarceration in the United States for drug possession, the number and rate of drug-involved overdose deaths has skyrocketed for over 20 years and continues at epidemic levels. In 2019, 70,630 people died by drug overdose in the United States.
  - (6) Harm reduction services and voluntary, ondemand access to evidence-based substance use disorder treatment have proven highly effective in reducing overdose and the spread of communicable diseases like HIV and Hepatitis C, preventing drugrelated injury, and improving health outcomes for people who use drugs. These services should be available on demand to anyone who requests it.
  - (7) Far too many people who desire treatment face challenges that prevent them from accessing the services they want, including cost barriers, lack of providers, and long wait-lists. On-demand access to

- evidence-based treatment saves lives, reduces crime, and saves money. Barriers to treatment should be removed or minimized.
  - (8) Criminalizing drug use and possession reduces the amount of resources available for harm reduction and treatment services and deters people from accessing available services due to fear of arrest.
  - (9) Punitive policies have achieved no reduction in supplies or prices, but instead have created unnecessarily risky and harmful conditions for people who use drugs.
  - (10) Punitive policies have led to militarized tactics that thwart the spirit of the constitution and have led to the deaths of countless Black and Brown people. Additionally, the drug war apparatus has cost the Federal Government hundreds of billions of dollars in direct enforcement and incarceration costs, and collateral impacts on the lives of those caught in its path.
  - (11) While drug decriminalization cannot fully repair our broken and oppressive criminal legal system or the harms of an unregulated drug market, shifting from absolute prohibition to drug decriminalization helps restore individual liberty, protect

- against some police abuses, better assist those in
  need, and save tax dollars.
- Other nations, including Portugal, have successfully decriminalized personal use quantities of drugs and achieved meaningful improvements in treating problematic drug use and reducing the harms of policing drugs.
- 9 (13) In June 2021, the United States will mark 10 the 50th anniversary of Congress' enactment of the 11 Controlled Substances Act (21 U.S.C. 801 et seq.), which authorized and launched the harsh drug war 12 13 policies sought by the Nixon Administration. In this 14 moment, Congress must recognize the failed experi-15 ment in prohibition and move the country in a new direction. 16

#### 17 SEC. 3. SENSE OF CONGRESS.

- 18 It is the sense of Congress that the United States 19 should—
- 20 (1) refocus its strategies for addressing sub-21 stance use disorder and dangerous drug use from 22 strategies focused on controlling and punishing un-23 authorized drug possession to a system that is 24 health focused, evidence-based, and respectful of 25 self-determination;

- 1 (2) invest in harm-reduction services and sub-2 stance use disorder treatment to help prevent over-3 dose and other health risks, and strengthen connec-4 tions to services that provide foundational social and
- 6 (3) pursue international treaties that expand 7 flexibility for signatories to enact non-punitive strat-8 egies to address the health and safety of people who 9 use drugs, including the decriminalization of the 10 possession, purchase, or cultivation of personal use 11 quantities of drugs.

#### 12 SEC. 4. SHIFT REGULATORY AUTHORITY.

economic support; and

- 13 (a) Authority and Criteria for Classification
- 14 OF SUBSTANCES.—Section 201 of the Controlled Sub-
- 15 stances Act (21 U.S.C. 811) is amended by striking "At-
- 16 torney General" and inserting "Secretary of Health and
- 17 Human Services" each place it appears.
- 18 (b) Removal of Exemption of Certain Drugs.—
- 19 Section 204 of the Controlled Substances Act (21 U.S.C.
- 20 814) is amended by striking "Attorney General" and in-
- 21 serting "Secretary of Health and Human Services" each
- 22 place it appears.
- 23 (c) Transfer Plan.—
- 24 (1) Report to congress.—Not later than
- 25 180 days after the date of the enactment of this Act,

- 1 the Attorney General and the Secretary of Health
- and Human Services shall jointly develop and sub-
- 3 mit to the Congress a plan for transferring informa-
- 4 tion necessary to effect the transfer of classification
- 5 responsibility required under this section.
- 6 (2) Report to general services adminis-
- 7 TRATION.—Not later than 180 days after the date
- 8 of the enactment of this Act, the Attorney General
- 9 shall transmit to the Administrator of the General
- 10 Services Administration a report that specifies the
- property that is specific to the functions to be trans-
- ferred to the Secretary of Health and Human Serv-
- ices pursuant to this section.
- 14 SEC. 5. ELIMINATE CRIMINAL PENALTIES FOR PERSONAL
- 15 USE POSSESSION.
- 16 (a) In General.—Section 404 of the Controlled
- 17 Substances Act (21 U.S.C. 844) is amended by adding at
- 18 the end the following new subsection:
- 19 "(b) Personal Use Exception.—(1) A person pos-
- 20 sessing or using a controlled substance in an amount no
- 21 greater than the benchmark amount (determined by the
- 22 Commission on Substance Use, Health, and Safety estab-
- 23 lished by the Drug Policy Reform Act of 2021) shall not
- 24 be subject to a criminal or civil penalty under this section.

- 1 "(2) The suspected possession or use of a controlled
- 2 substance in an amount no greater than the benchmark
- 3 amount (determined by the Commission on Substance
- 4 Use, Health, and Safety established by the Drug Policy
- 5 Reform Act of 2021) shall not constitute a basis for de-
- 6 taining, searching, arresting, questioning or surveilling
- 7 any person, or seizing property including, controlled sub-
- 8 stances and any items used for the ingestion, consump-
- 9 tion, preparation, packaging, or storage of a controlled
- 10 substance.
- 11 "(3) The suspected possession or use of a controlled
- 12 substance in an amount no greater than the benchmark
- 13 amount shall not constitute a basis for any referral to any
- 14 immigration enforcement agency, U.S. Citizenship and
- 15 Immigration Services, U.S. Immigration and Customs En-
- 16 forcement, and U.S. Customs and Border Protection.".
- 17 (b) Effective Date.—The amendment made by
- 18 subsection (a) shall take effect on the date that is 180
- 19 days after the date of the enactment of this Act.
- 20 (c) Repeal.—Section 405 of the Controlled Sub-
- 21 stances Act (21 U.S.C. 844a) is repealed.
- 22 SEC. 6. COMMISSION ON SUBSTANCE USE, HEALTH, AND
- SAFETY.
- 24 (a) Establishment.—Not later than 180 days after
- 25 the date of the enactment of this Act, the Secretary of

| 1  | Health and Human Services shall establish a "Commis-    |
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| 2  | sion on Substance Use, Health, and Safety' (hereinafter |
| 3  | known as the "Commission").                             |
| 4  | (b) Purpose.—   |
| 5  | (1) Benchmarks.—  |
| 6  | (A) In General.—The Commission under                    |
| 7  | paragraph (1) shall determine a benchmark               |
| 8  | amount for a controlled substance. The Com-             |
| 9  | mission shall consist of people with current or         |
| 10 | past substance use needs and qualified persons          |
| 11 | in the fields of general and behavioral                 |
| 12 | healthcare, harm reduction, and substance use           |
| 13 | disorder treatment. Priority shall be given to          |
| 14 | people who have lived experience with substance         |
| 15 | use needs the quantity of drug commonly pos-            |
| 16 | sessed by an individual benchmark personal use          |
| 17 | supply, for controlled substances.                      |
| 18 | (B) Duties.—The Commission shall con-                   |
| 19 | sider the following in developing the bench-            |
| 20 | marks under subparagraph (A)—                           |
| 21 | (i) common patterns of use by typical                   |
| 22 | consumers of the drug;                                  |
| 23 | (ii) differences in commonly possessed                  |
| 24 | quantities resulting from factors relating              |
| 25 | to geography, income, employment, and                   |

| 1  | other related demographic characteristics;               |
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| 2  | and  |
| 3  | (iii) differences in commonly pos-                       |
| 4  | sessed quantities resulting from varying                 |
| 5  | modes of use.  |
| 6  | (2) REDUCED CRIMINALIZATION.—Benchmarks                  |
| 7  | advised by the Commission under subparagraph (A)         |
| 8  | shall be developed consistent with the intent of this    |
| 9  | Act to reduce criminalization of personal drug use.      |
| 10 | (c) Membership.—The Commission under sub-                |
| 11 | section (a) shall be composed of at least 18 members and |
| 12 | shall include:   |
| 13 | (1) Voting members.—                                     |
| 14 | (A) Four individuals who have either used                |
| 15 | controlled substances or are using controlled            |
| 16 | substances on the date of the enactment of this          |
| 17 | Act.   |
| 18 | (B) Two members of communities that                      |
| 19 | have been disproportionately impacted by ar-             |
| 20 | rests, prosecution or sentencing for drug of-            |
| 21 | fenses.  |
| 22 | (C) One peer support specialist.                         |
| 23 | (D) A harm reduction service provider                    |

| 1  | (E) A person specializing in housing serv-      |
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| 2  | ices for people with substance use needs or     |
| 3  | mental health needs.                            |
| 4  | (F) A physician specializing in addiction       |
| 5  | medicine and with expertise in the treatment of |
| 6  | opioid use disorders with methadone or          |
| 7  | buprenorphine.                                  |
| 8  | (G) A provider of evidence-based substance      |
| 9  | use disorder treatment.                         |
| 10 | (H) A provider of evidence-based services       |
| 11 | for people with co-occurring mental health and  |
| 12 | substance use needs.                            |
| 13 | (I) A licensed clinical social worker with      |
| 14 | expertise in providing intensive case manage-   |
| 15 | ment to people with substance use needs.        |
| 16 | (J) A person who works for a nonprofit or-      |
| 17 | ganization that advocates for persons with sub- |
| 18 | stance use needs.                               |
| 19 | (K) An expert on legal reform who is not        |
| 20 | a law enforcement officer.                      |
| 21 | (L) An academic researcher specializing in      |
| 22 | drug use or drug policy.                        |
| 23 | (M) A person who represents the needs of        |
| 24 | and concerns of Indigenous communities          |

| 1  | (2) Non-voting member.—A designee of a                   |
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| 2  | State Health Agency shall serve on the Commission        |
| 3  | as a non-voting member.                                  |
| 4  | (d) Terms.—A member of the Commission shall              |
| 5  | serve for a term of three years and may be reappointed   |
| 6  | by the Secretary for additional terms thereafter.        |
| 7  | (e) Meetings.—Not later than 180 days after the          |
| 8  | date of the enactment of this Act, and at minimum four   |
| 9  | times per calendar year thereafter, the Commission shall |
| 10 | convene to establish and review the benchmarks estab-    |
| 11 | lished under paragraph (2) and make any necessary        |
| 12 | amendments or further guidance with respect to the re-   |
| 13 | sponsibilities of the Commission.                        |
| 14 | (f) Reporting.—  |
| 15 | (1) Personal use guidelines.—Not later                   |
| 16 | than 18 months after the date of the enactment of        |
| 17 | this Act, the Secretary shall publish online on the      |
| 18 | internet website of the Department of Health and         |
| 19 | Human Services a report on personal use guidelines,      |
| 20 | including—   |
| 21 | (A) guidelines for the benchmark personal                |
| 22 | use supply for each drug; and                            |
| 23 | (B) recommendations for preventing the                   |
| 24 | prosecution of individuals possessing, distrib-          |
| 25 | uting, or dispensing personal use quantities of          |

- each drug for purposes of subsistence distribution.
- 3 (2) REPORT TO DEPARTMENT OF JUSTICE.—
  4 Not later than one year after the date of the enact5 ment of this Act, the report on personal use guide6 lines published under paragraph (1) shall be trans7 mitted to the Attorney General.
  - (3) Report to congress.—Not later than one year after the date of the enactment of this Act the report on personal use guidelines published under paragraph (1) shall be transmitted to the Attorney General.
  - (4) Report to the federal courts.—Not later than one year after the date of the enactment of this Act, the report on personal use guidelines published under paragraph (1) shall be transmitted to each Federal district court.
  - (5) REPORT TO THE CHIEF LAW ENFORCEMENT OFFICER OF EACH STATE.—Not later than one year after the date of the enactment of this Act, the report on personal use guidelines published under paragraph (1) shall be transmitted to each chief law enforcement officer of each State.
- 24 (g) Definitions.—In this subsection:

- 1 (1) BENCHMARK PERSONAL USE SUPPLY.—The
  2 term "benchmark personal use supply" means the
  3 amount of a drug commonly possessed for consump4 tion by an individual for any therapeutic, medicinal,
  5 recreational purpose.
  - (2) Controlled Substance.—The term "controlled substance" shall have the same meaning given such term in section 102 of the Controlled Substances Act (21 U.S.C. 802).
  - (3) Subsistence distribution" means the unlawful distribution or dispensing of a drug by a person in quantities consistent with supporting that person's drug addiction or ensuring basic food and shelter necessary to support life, and possession of no more than a benchmark personal use supply.
  - (4) HARM REDUCTION SERVICES.—The term "harm reduction services" means services and policies that lessen the adverse consequences of drug use and protect public health, including but not limited to overdose prevention education, access to naloxone hydrochloride and sterile syringes, and stimulant-specific drug education and outreach.

### 1 SEC. 7. EXPUNGEMENT AND SEALING OF RECORDS.

| 2  | (a) Automatic Sealing Certain Records.—Not                   |
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| 3  | later than one year after the date of the enactment of this  |
| 4  | Act, each Federal district court shall conduct a com-        |
| 5  | prehensive review to identify individuals eligible to have   |
| 6  | a record of conviction or adjudication of juvenile delin-    |
| 7  | quency that may be sealed pursuant to this Act and shall     |
| 8  | issue an order expunging each conviction or adjudication     |
| 9  | for a Federal offense entered by each Federal court in the   |
| 10 | district for a conviction of possession of a controlled sub- |
| 11 | stance in an amount equal to or less than the benchmark      |
| 12 | amount established under this Act.                           |
| 13 | (b) Arrests.—The Federal court shall issue an                |
| 14 | order expunging any arrest by a Federal law enforcement      |
| 15 | agency with respect to an expunged conviction or adjudica-   |
| 16 | tion of juvenile delinquency under subsection (a).           |
| 17 | (c) Effect of Expungement.—An individual who                 |
| 18 | has had an arrest, conviction, or adjudication of juvenile   |
| 19 | delinquency expunged under this section—                     |
| 20 | (1) may treat the arrest, conviction, or adju-               |
| 21 | dication as if it never occurred; and                        |
| 22 | (2) shall be immune from any civil or criminal               |
| 23 | penalties related to perjury, false swearing, or false       |
| 24 | statements, for a failure to disclose such arrest, con-      |
| 25 | viction, or adjudication.                                    |

- 1 (d) Notification.—To the extent practicable, each
- 2 Federal district court shall notify each individual whose
- 3 arrest, conviction, or adjudication of juvenile delinquency
- 4 has been expunged under this section and the effect of
- 5 such expungement.
- 6 (e) RIGHT TO PETITION FOR SEALING.—After the
- 7 date of the enactment of this Act, an individual with a
- 8 conviction or adjudication of juvenile delinquency for an
- 9 eligible offense not sealed pursuant to subsection (a) may
- 10 file a motion for expungement. If the expungement of such
- 11 a conviction or adjudication of juvenile delinquency is re-
- 12 quired pursuant to this Act, the court shall expunge the
- 13 conviction or adjudication, and any associated arrests. If
- 14 the individual is indigent, counsel shall be appointed to
- 15 represent the individual in any proceedings under this sub-
- 16 section.
- 17 (f) Fees Prohibited.—No fee shall be imposed for
- 18 filing a petition or any proceeding provided for under this
- 19 section.
- 20 (g) Expunge Defined.—In this subsection, the
- 21 term "expunge" means, with respect to an arrest, a con-
- 22 viction, or adjudication of juvenile delinquency, the re-
- 23 moval of the record of such arrest, conviction, or adjudica-
- 24 tion from each official index and public record.

| 1  | SEC. 8. RELIEF FOR INDIVIDUALS INCARCERATED OR ON            |
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| 2  | SUPERVISION FOR CERTAIN DRUG CONVIC-                         |
| 3  | TIONS.   |
| 4  | (a) In General.—Not later than 30 days after the             |
| 5  | date of the enactment of this Act, an individual under a     |
| 6  | criminal justice sentence for an eligible offense, the court |
| 7  | that imposed the sentence shall conduct a sentencing re-     |
| 8  | view hearing.  |
| 9  | (b) RESULTS OF A SENTENCING HEARING.—Fol-                    |
| 10 | lowing a sentencing review hearing under subsection (a),     |
| 11 | a court shall:   |
| 12 | (1) Vacate the existing sentence or disposition              |
| 13 | of juvenile delinquency for any eligible offense.            |
| 14 | (2) Order that all records related to a convic-              |
| 15 | tion or adjudication of juvenile delinquency that has        |
| 16 | been vacated be sealed and only be made available            |
| 17 | by further order of the court.                               |
| 18 | (c) Indigent Representation.—If the individual               |
| 19 | is indigent, counsel shall be appointed to represent the in- |
| 20 | dividual in any sentencing review proceedings under this     |
| 21 | section.   |
| 22 | SEC. 9. ELIMINATING COLLATERAL CONSEQUENCES OF               |
| 23 | DRUG POSSESSION CONVICTIONS.                                 |
| 24 | (a) Drug Testing for Federal Benefits.—No                    |
| 25 | person shall be denied access to or prohibited from receiv-  |
| 26 | ing any Federal benefit, program, or supportive service      |

- 1 otherwise available on the basis of having been previously
- 2 convicted of or having a pending criminal case involving
- 3 the possession of a controlled substance.
- 4 (b) Food Benefits and Family Assistance.—
- 5 Section 421a of the Controlled Substances Act (21 U.S.C.
- 6 862a) is repealed.
- 7 (c) Prohibiting Denial of Housing Assist-
- 8 ANCE.—
- 9 (1) IN GENERAL.—Notwithstanding any other
- 10 provision of law, an applicant shall be denied assist-
- ance, evicted, or considered ineligible for housing as-
- sistance under title 8 of the Civil Rights Act of 1968
- by reason of possession of a controlled substance.
- 14 (2) Repeal.—Section 6(t) of the United States
- 15 Housing Act of 1937 (42 U.S.C. 1437d(t)) is re-
- pealed.
- 17 (d) Other Federal Benefits.—Section 421(b) of
- 18 the Controlled Substances Act (21 U.S.C. 862(b)) is re-
- 19 pealed.
- (e) Eliminate Immigration and Removal Con-
- 21 SEQUENCES.—Section 101(a)(43) of the Immigration and
- 22 Nationality Act (8 U.S.C. 1101(a)(43)) is amended by
- 23 striking paragraph (43) and inserting the following new
- 24 paragraph:

| 1  | "(43) AGGRAVATED FELONY.—The term 'ag-                  |
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| 2  | gravated felony' means—                                 |
| 3  | "(A) murder, rape, or sexual abuse of a                 |
| 4  | minor;  |
| 5  | "(B) illicit trafficking in a controlled sub-           |
| 6  | stance (as defined in section 102 of the Con-           |
| 7  | trolled Substances Act (21 U.S.C. 802)), in-            |
| 8  | cluding a drug trafficking crime (as defined in         |
| 9  | section 924(c) of title 18).                            |
| 10 | "'except that no applicant shall be denied assist-      |
| 11 | ance, evicted, or deemed ineligible under this title by |
| 12 | reason of conviction for possessing a controlled sub-   |
| 13 | stance for personal use.'.".                            |
| 14 | (f) Drivers' Licenses of Individuals Convicted          |
| 15 | OF DRUG OFFENSES.—Section 159 of title 23, United       |
| 16 | States Code, is repealed.                               |
| 17 | SEC. 10. PROTECT VOTING RIGHTS.                         |
| 18 | (a) FINDINGS.—Congress makes the following find-        |
| 19 | ings:   |
| 20 | (1) The right to vote is the most basic constitu-       |
| 21 | tive act of citizenship. Regaining the right to vote    |
| 22 | reintegrates individuals with criminal convictions      |
| 23 | into free society, helping to enhance public safety.    |
| 24 | (2) Article I, section 4, of the Constitution           |
| 25 | grants Congress ultimate supervisory power over         |

- Federal elections, an authority which has repeatedly 1 2 been upheld by the Supreme Court.
- 3 (3) Basic constitutional principles of fairness and equal protection require an equal opportunity 5 for citizens of the United States to vote in Federal 6 elections. The right to vote may not be abridged or 7 denied by the United States or by any State on ac-8 count of race, color, gender, or previous condition of 9 servitude. The 13th, 14th, 15th, 19th, 24th, and 10 26th Amendments to the Constitution empower Congress to enact measures to protect the right to vote in Federal elections. The 8th Amendment to the 12 13 Constitution provides for no excessive bail to be re-14 quired, nor excessive fines imposed, nor cruel and 15 unusual punishments inflicted.
  - (4) There are 3 areas in which discrepancies in State laws regarding criminal convictions lead to unfairness in Federal elections:
    - (A) The lack of a uniform standard for voting in Federal elections leads to an unfair disparity and unequal participation in Federal elections based solely on where a person lives.
    - (B) Laws governing the restoration of voting rights after a criminal conviction vary throughout the country, and persons in some

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- States can easily regain their voting rights
  while in other States persons effectively lose
  their right to vote permanently.
  - (C) State disenfranchisement laws disproportionately impact racial and ethnic minorities.
  - (5) Two States (Maine and Vermont), the District of Columbia, and the Commonwealth of Puerto Rico do not disenfranchise individuals with criminal convictions at all, but 48 States have laws that deny convicted individuals the right to vote while they are in prison.
  - (6) In some States disenfranchisement results from varying State laws that restrict voting while individuals are under the supervision of the criminal justice system or after they have completed a criminal sentence. In 30 States, convicted individuals may not vote while they are on parole and 27 States disenfranchise individuals on felony probation as well. In 11 States, a conviction can result in lifetime disenfranchisement.
  - (7) Several States deny the right to vote to individuals convicted of certain misdemeanors.
- 24 (8) An estimated 5,200,000 citizens of the 25 United States, or about 1 in 44 adults in the United

- States, currently cannot vote as a result of a felony conviction. Of the 5,200,000 citizens barred from voting, only 24 percent are in prison. By contrast, 75 percent of the disenfranchised reside in their communities while on probation or parole or after having completed their sentences. Approximately 2,200,000 citizens who have completed their sentences remain disenfranchised due to restrictive State laws. In at least 6 States—Alabama, Florida, Kentucky, Mississippi, Tennessee, and Virginia—more than 5 percent of the total voting-age population is disenfranchised.
  - (9) In those States that disenfranchise individuals post-sentence, the right to vote can be regained in theory, but in practice this possibility is often granted in a non-uniform and potentially discriminatory manner. Disenfranchised individuals must either obtain a pardon or an order from the Governor or an action by the parole or pardon board, depending on the offense and State. Individuals convicted of a Federal offense often have additional barriers to regaining voting rights.
  - (10) State disenfranchisement laws disproportionately impact racial and ethnic minorities. More than 6 percent of the African-American voting-age

population, or 1,800,000 African Americans, are disenfranchised. Currently, 1 of every 16 voting-age African Americans are rendered unable to vote because of felony disenfranchisement, which is a rate more than 3.7 times greater than non-African Americans. Over 6 percent of African-American adults are disenfranchised whereas only 1.7 percent of non-African Americans are. In 7 States (Alabama, 16 percent; Florida, 15 percent; Kentucky, 15 percent; Mississippi, 16 percent; Tennessee, 21 percent; Virginia, 16 percent; and Wyoming, 36 percent), more than 1 in 7 African Americans are unable to vote because of prior convictions, twice the national average for African Americans.

(11) Latino citizens are disproportionately disenfranchised based upon their disproportionate representation in the criminal justice system. In recent years, Latinos have been imprisoned at 2.5 times the rate of Whites. More than 2 percent of the voting-age Latino population, or 560,000 Latinos, are disenfranchised due to a felony conviction. In 34 states Latinos are disenfranchised at a higher rate than the general population. In 11 states 4 percent or more of Latino adults are disenfranchised due to a felony conviction (Alabama, 4 percent; Arizona, 7

- 1 percent; Arkansas, 4 percent; Idaho, 4 percent;
- 2 Iowa, 4 percent; Kentucky, 6 percent; Minnesota, 4
- percent; Mississippi, 5 percent; Nebraska, 6 percent;
- 4 Tennessee, 11 percent, Wyoming, 4 percent), twice
- 5 the national average for Latinos.
- 6 (12) Disenfranchising citizens who have been
- 7 convicted of a criminal offense and who are living
- 8 and working in the community serves no compelling
- 9 State interest and hinders their rehabilitation and
- reintegration into society.
- 11 (13) State disenfranchisement laws can sup-
- press electoral participation among eligible voters by
- discouraging voting among family and community
- members of disenfranchised persons. Future elec-
- toral participation by the children of disenfranchised
- parents may be impacted as well.
- 17 (14) The United States is the only Western de-
- mocracy that permits the permanent denial of voting
- rights for individuals with felony convictions.
- 20 (b) RIGHTS OF CITIZENS.—The right of an individual
- 21 who is a citizen of the United States to vote in any election
- 22 for Federal office shall not be denied or abridged because
- 23 that individual has been convicted of a criminal offense.
- 24 (c) Enforcement.—

(1) Attorney General.—The Attorney General may, in a civil action, obtain such declaratory or injunctive relief as is necessary to remedy a violation of this section.

#### (2) Private right of action.—

- (A) IN GENERAL.—A person who is aggrieved by a violation of this subsection may provide written notice of the violation to the chief election official of the State involved.
- (B) Relief.—Except as provided in clause (iii), if the violation is not corrected within 90 days after receipt of a notice under clause (i), or within 20 days after receipt of the notice if the violation occurred within 120 days before the date of an election for Federal office, the aggrieved person may, in a civil action, obtain declaratory or injunctive relief with respect to the violation.
- (C) EXCEPTION.—If the violation occurred within 30 days before the date of an election for Federal office, the aggrieved person need not provide notice to the chief election official of the State under clause (i) before bringing a civil action to obtain declaratory or injunctive relief with respect to the violation.

| 1  | (d)     | NOTIFICATION OF RESTORATION OF VOTING            |
|----|---------|--|
| 2  | RIGHTS. | <u> </u>   |
| 3  |         | (1) STATE NOTIFICATION.—                         |
| 4  |         | (A) NOTIFICATION.—On the date deter-             |
| 5  |         | mined under clause (ii), each State shall notify |
| 6  |         | in writing any individual who has been con-      |
| 7  |         | victed of a criminal offense under the law of    |
| 8  |         | that State that such individual has the right to |
| 9  |         | vote in an election for Federal office pursuant  |
| 10 |         | to the Democracy Restoration Act of 2021 and     |
| 11 |         | may register to vote in any such election and    |
| 12 |         | provide such individual with any materials that  |
| 13 |         | are necessary to register to vote in any such    |
| 14 |         | election.  |
| 15 |         | (B) Date of notification.—                       |
| 16 |         | (i) Felony conviction.—In the case               |
| 17 |         | of such an individual who has been con-          |
| 18 |         | victed of a felony, the notification required    |
| 19 |         | under clause (i) shall be given on the date      |
| 20 |         | on which the individual—                         |
| 21 |         | (I) is sentenced to serve only a                 |
| 22 |         | term of probation; or                            |
| 23 |         | (II) is released from the custody                |
| 24 |         | of that State (other than to the cus-            |
| 25 |         | tody of another State or the Federal             |

| 1  | Government to serve a term of impris-             |
|----|---|
| 2  | onment for a felony conviction).                  |
| 3  | (C) MISDEMEANOR CONVICTION.—In the                |
| 4  | case of such an individual who has been con-      |
| 5  | victed of a misdemeanor, the notification re-     |
| 6  | quired under clause (ii) shall be given on the    |
| 7  | date on which such individual is sentenced by a   |
| 8  | State court.                                      |
| 9  | (2) Federal notification.—                        |
| 10 | (A) Notification.—Any individual who              |
| 11 | has been convicted of a criminal offense under    |
| 12 | Federal law shall be notified in accordance with  |
| 13 | clause (ii) that such individual has the right to |
| 14 | vote in an election for Federal office pursuant   |
| 15 | to the Democracy Restoration Act of 2021 and      |
| 16 | may register to vote in any such election and     |
| 17 | provide such individual with any materials that   |
| 18 | are necessary to register to vote in any such     |
| 19 | election.   |
| 20 | (B) Date of notification.—                        |
| 21 | (i) FELONY CONVICTION.—In the case                |
| 22 | of such an individual who has been con-           |
| 23 | victed of a felony, the notification required     |

under clause (i) shall be given—

| 1  | (I) in the case of an individual            |
|----|---|
| 2  | who is sentenced to serve only a term       |
| 3  | of probation, by the Assistant Direc-       |
| 4  | tor for the Office of Probation and         |
| 5  | Pretrial Services of the Administrative     |
| 6  | Office of the United States Courts or       |
| 7  | the date on which the individual is         |
| 8  | sentenced; or                               |
| 9  | (II) in the case of any individual          |
| 10 | committed to the custody of the Bu-         |
| 11 | reau of Prisons, by the Director of the     |
| 12 | Bureau of Prisons, during the period        |
| 13 | beginning on the date that is 6             |
| 14 | months before such individual is re-        |
| 15 | leased and ending on the date such in-      |
| 16 | dividual is released from the custody       |
| 17 | of the Bureau of Prisons.                   |
| 18 | (ii) Misdemeanor conviction.—In             |
| 19 | the case of such an individual who has      |
| 20 | been convicted of a misdemeanor, the noti-  |
| 21 | fication required under clause (i) shall be |
| 22 | given on the date on which such individual  |
| 23 | is sentenced by a court established by an   |
| 24 | Act of Congress.                            |
| 25 | (e) Relation to Other Laws.—                |

- (1)STATE LAWS RELATING TO VOTING RIGHTS.—Nothing in this section shall be construed to prohibit the States from enacting any State law which affords the right to vote in any election for Federal office on terms less restrictive than those es-tablished by this section.
  - (2) CERTAIN FEDERAL ACTS.—The rights and remedies established by this section are in addition to all other rights and remedies provided by law, and neither rights and remedies established by this Act shall supersede, restrict, or limit the application of the Voting Rights Act of 1965 (52 U.S.C. 10301 et seq.) or the National Voter Registration Act of 1993 (52 U.S.C. 20501 et seq.).
    - (3) Federal prison funds.—No State, unit of local government, or other person may receive or use, to construct or otherwise improve a prison, jail, or other place of incarceration, any Federal funds unless that person has in effect a program under which each individual incarcerated in that person's jurisdiction who is a citizen of the United States is notified, upon release from such incarceration, of that individual's rights under section 1403.
- 24 (f) Prohibition on Civil Asset Forfeitures.—
  25 Section 413(a) of the Controlled Substances Act (21

| 1  | U.S.C. 853(a)) is amended by striking "one year" and in-   |
|----|--|
| 2  | serting "one year, except a person possessing a quantity   |
| 3  | of controlled substance solely for personal consumption,". |
| 4  | SEC. 11. REINVEST FUNDS IN SUPPORTIVE PROGRAMS.            |
| 5  | (a) Drug Safety Grant Program.—                            |
| 6  | (1) ESTABLISHMENT.—Not later than one year                 |
| 7  | after the date of the enactment of this Act, the Sec-      |
| 8  | retary of Health and Human Services shall establish        |
| 9  | a grant program to support State and local efforts         |
| 10 | to expand access to substance abuse treatment, sup-        |
| 11 | port harm-reduction services, and reduce the crim-         |
| 12 | inalization of individuals who use drugs by sup-           |
| 13 | porting the development or expansion of pre-arrest         |
| 14 | diversion programs.  |
| 15 | (2) Duties.—The grant program shall enhance                |
| 16 | programs that expand access to substance use treat-        |
| 17 | ment, enhance the safety of individuals who use            |
| 18 | drugs, and reduce the entry of individuals who use         |
| 19 | drugs into the criminal legal system.                      |
| 20 | (3) Eligible entities.—                                    |
| 21 | (A) In general.—An eligible entity for a                   |
| 22 | grant under this paragraph shall be an existing            |
| 23 | agency or organization, whether government or              |
| 24 | community-based that are engaged in activities             |

designed to promote the health and welfare of

people who use drugs, facilitate the voluntary treatment of individuals with substance use disorder, provide assistance to individuals as an alternative to criminal prosecution, or provide alternatives to law enforcement first response services.

- (B) EXCEPTION.—A law enforcement entity or program that is led principally by a law enforcement entity are not eligible for grants provided by the program.
- (4) Use of funds.—An eligible entity under this paragraph may use grant funds for purposes of increasing access to—
  - (A) low barrier substance use disorder treatment that is evidence-informed, trauma-informed, culturally responsive, patient-centered, and non-judgmental (including medication assisted treatment);
  - (B) harm reduction programs and systems for connecting individuals to harm reduction interventions, including but not limited to overdose prevention education, access to naloxone hydrochloride and sterile syringes, stimulant-specific drug education and outreach, drug-checking services;

| 1  | (C) peer support and recovery services;                       |
|----|---|
| 2  | (D) non-police crisis-intervention and                        |
| 3  | emergency response programs;                                  |
| 4  | (E) pre-arrest diversion programs; and                        |
| 5  | (F) transitional, supportive, and perma-                      |
| 6  | nent housing for persons with substance use                   |
| 7  | disorder.   |
| 8  | (b) FINDINGS AND INTENT.—Section 101 of the Con-              |
| 9  | trolled Substances Act (21 U.S.C. 801) is amended by          |
| 10 | striking paragraphs (1), (2), (3), (4), (5), (6), and (7) and |
| 11 | inserting the following new paragraphs:                       |
| 12 | "(1) Evidence-based regulations and education                 |
| 13 | focused on protecting the health and safety of indi-          |
| 14 | viduals who use controlled substances are necessary           |
| 15 | to ensure the general welfare of American people.             |
| 16 | "(2) Since the enactment of the Comprehensive                 |
| 17 | Drug Abuse Prevention and Control Act of 1970 the             |
| 18 | United States has expended substantial sums of                |
| 19 | funding on controlling personal consumption of con-           |
| 20 | trolled substances while prohibiting many services            |
| 21 | that could help ensure the safety of the consumer             |
| 22 | drug products in common use and safer conditions              |
| 23 | for individuals who use drugs. The United States              |
| 24 | has spent over \$1 trillion on drug control since en-         |

- actment of the Act and continues to spend over \$47
  million annually.
- "(3) Drug offenses are the leading cause of ar-3 4 rest in the United States, remaining largely un-5 changed from 2010–2019, during which time over 10 million arrests were made for drug possession. 6 7 Black individuals are arrested at rates far higher 8 than their representation in the population and in 9 far greater numbers than individuals in other demo-10 graphic groups.
  - "(4) Drug arrests have significant collateral consequences, interfering or denying access to education, employment, housing, child custody, immigration, and public benefits.
  - "(5) Drug control strategies focused on criminalizing personal use of drugs have not achieved reductions in the availability, prevalence of use, prices, or incidence of drug overdose.
  - "(6) The criminalization of people who use drugs reduces the availability of resources for evidence-based compassionate drug education, addiction health services, including substance abuse treatment and medication assisted treatment, and other services focused on the health and safety of consumers.

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- 1 "(7) Federal regulation of controlled substances
- 2 pursuant to this subchapter shall promote the
- 3 health, safety and welfare of individuals who use
- 4 drugs and seek to prevent the harms of criminalizing
- 5 individual users of drugs.".

#### 6 SEC. 12. EVIDENCE-BASED DRUG EDUCATION.

- 7 (a) IN GENERAL.—Notwithstanding any other provi-
- 8 sion of law, and not later than 180 days after the date
- 9 of the enactment of this Act, the Attorney General shall
- 10 transfer certain programs to the Secretary of Health and
- 11 Human Services.
- 12 (b) Federal Funds Prohibition.—Notwith-
- 13 standing any other provision of law, no Federal funds may
- 14 be used by the Attorney General for drug education pro-
- 15 gramming, including public education related to drug use,
- 16 unless that the Attorney General or designee may provide
- 17 information to the Secretary of Health and Human Serv-
- 18 ices in support of the Secretary's responsibilities pursuant
- 19 to this section.
- 20 (c) Personnel and Equipment.—Notwithstanding
- 21 any provision of law, a transfer pursuant to paragraph (1)
- 22 shall include any personnel and equipment exclusively re-
- 23 sponsible for the administration of the certain programs.
- 24 (d) Certain Program Defined.—The term "cer-
- 25 tain program" means Federal programs including:

| 1  | (1) Access to recovery programs.                |
|----|---|
| 2  | (2) Block grants for prevention and treatment   |
| 3  | of substance abuse.                             |
| 4  | (3) Community transformation grants.            |
| 5  | (4) Drug abuse and addiction research pro-      |
| 6  | grams.  |
| 7  | (5) Enhance the safety of children affected by  |
| 8  | parental methamphetamine or other substance     |
| 9  | abuse.  |
| 10 | (6) Family connection grants.                   |
| 11 | (7) Using family group decision-making to build |
| 12 | protective factors for children and families.   |
| 13 | (8) Health improvement for reentering ex-of-    |
| 14 | fenders initiative.                             |
| 15 | (9) Healthy start initiative.                   |
| 16 | (10) HIV prevention activities nongovernmental  |
| 17 | organization based in the United States.        |
| 18 | (11) Maternal, infant and early childhood home  |
| 19 | visiting program.                               |
| 20 | (12) Mentoring children of prisoners.           |
| 21 | (13) National all schedules prescription elec-  |
| 22 | tronic reporting grant.                         |
| 23 | (14) Project for assistance in transition from  |
| 24 | homelessness.                                   |
| 25 | (15) Promoting safe and stable homes.           |

- 1 (16) Strategic prevention framework.
- 2 (17) Substance abuse and mental health serv-
- 3 ices projects of regional and national significance.
- 4 (18) Urban Indian Health Services.
- 5 (e) Public Education Regarding Drugs and
- 6 Drug Use.—Notwithstanding any other provision of law,
- 7 any Federal funds used for designing, administering, or
- 8 supporting programs to provide education regarding drugs
- 9 or drug use shall provide scientifically-accurate, culturally
- 10 and gender competent, trauma-informed, and evidence-
- 11 based information about drug use and effects that can
- 12 help persons participating in such a program make healthy
- 13 choices about substance use and develop personal and so-
- 14 cial strategies to manage the risks, benefits, and potential
- 15 harms of substance use.
- 16 (f) Improve Research on Impacts of Drug Crim-
- 17 INALIZATION AND ENFORCEMENT.—Notwithstanding any
- 18 other provision of law, and not later than one year after
- 19 the date of the enactment of this Act, the Attorney Gen-
- 20 eral shall transfer programs with respect to drugs and
- 21 crime to the Administrator of the Substance Abuse and
- 22 Mental Health Services Administration to expand research
- 23 on harms of criminalization and to study the effectiveness
- 24 of non-prohibitionist models of ensuring the health and
- 25 safety of individuals who use drugs.

### 1 SEC. 13. DATA COLLECTION AND TRANSPARENCY.

- 2 (a) LOCALITY DATA.—Not later than one year after
- 3 the date of the enactment of this Act, the Director of the
- 4 Federal Bureau of Investigation make publicly available
- 5 all available data, on a quarterly basis, regarding local en-
- 6 forcement of drug laws, including local arrests for drug
- 7 possession and distribution offenses, possession of drug
- 8 paraphernalia, public use or intoxication, loitering, and all
- 9 other drug-related violations.
- 10 (b) National Incident-Based Reporting Sys-
- 11 TEM.—Not later than one year after the date of the enact-
- 12 ment of this Act, the Director of the Federal Bureau of
- 13 Investigation shall make available on the internet website
- 14 of the Federal Bureau of Investigation any data provided
- 15 by localities to the National Incident-Based Reporting
- 16 System, including any aggregate data reported regarding
- 17 the alleged substances and quantities recovered, and de-
- 18 mographic data for persons arrested.
- 19 (c) Department of Justice Reporting.—Not
- 20 later than one year after the date of the enactment of this
- 21 Act, and annually thereafter, the Attorney General shall
- 22 collect and make publicly available on the internet website
- 23 of the Department of Justice information from any unit
- 24 of local government that receives any Federal funding
- 25 identifying expenditures on drug offense enforcement.

### SEC. 14. LIMITATION OF ELIGIBILITY FOR FUNDS.

- 2 Beginning in the first fiscal year that begins after
- 3 the date that is one year after the date of enactment of
- 4 this Act, a State or unit of local government may not re-
- 5 ceive funds under subpart 1 of part E of title I of the
- 6 Omnibus Crime Control and Safe Streets Act of 1968 (34)
- 7 U.S.C. 10151 et seq.) or the under section 1701 of title
- 8 I of the Omnibus Crime Control and Safe Streets Act of
- 9 1968 (34 U.S.C. 10381) for a fiscal year if, on the day
- 10 before the first day of the fiscal year, the State or unit
- 11 of local government has a law in effect that establishes
- 12 criminal penalties for the possession of an amount of a
- 13 controlled substance consistent with personal use.
- 14 SEC. 15. PROHIBITION ON CRIMINAL HISTORY INQUIRIES
- 15 PRIOR TO CONDITIONAL OFFER FOR FED-
- 16 ERAL EMPLOYMENT.
- 17 (a) IN GENERAL.—Subpart H of part III of title 5,
- 18 United States Code, is amended by adding at the end the
- 19 following:
- 20 "CHAPTER 92—PROHIBITION ON CRIMI-
- 21 NAL HISTORY INQUIRIES PRIOR TO
- 22 **CONDITIONAL OFFER**

<sup>&</sup>quot;Sec.

<sup>&</sup>quot;9201. Definitions.

<sup>&</sup>quot;9202. Limitations on requests for criminal history record information.

<sup>&</sup>quot;9203. Agency policies; complaint procedures.

<sup>&</sup>quot;9204. Adverse action.

<sup>&</sup>quot;9205. Procedures.

<sup>&</sup>quot;9206. Rules of construction.

# **"§ 9201. Definitions**

| 2  | "In this chapter—                                     |
|----|---|
| 3  | "(1) the term 'agency' means 'Executive agen-         |
| 4  | cy' as such term is defined in section 105 and in-    |
| 5  | cludes—   |
| 6  | "(A) the United States Postal Service and             |
| 7  | the Postal Regulatory Commission; and                 |
| 8  | "(B) the Executive Office of the President;           |
| 9  | "(2) the term 'appointing authority' means an         |
| 10 | employee in the executive branch of the Government    |
| 11 | of the United States that has authority to make ap-   |
| 12 | pointments to positions in the civil service;         |
| 13 | "(3) the term 'conditional offer' means an offer      |
| 14 | of employment in a position in the civil service that |
| 15 | is conditioned upon the results of a criminal history |
| 16 | inquiry;  |
| 17 | "(4) the term 'criminal history record informa-       |
| 18 | tion'—  |
| 19 | "(A) except as provided in subparagraphs              |
| 20 | (B) and (C), has the meaning given the term in        |
| 21 | section 9101(a);                                      |
| 22 | "(B) includes any information described in            |
| 23 | the first sentence of section 9101(a)(2) that has     |
| 24 | been sealed or expunged pursuant to law; and          |
| 25 | "(C) includes information collected by a              |
| 26 | criminal justice agency, relating to an act or al-    |

| 1  | leged act of juvenile delinquency, that is analo-             |
|----|---|
| 2  | gous to criminal history record information (in-              |
| 3  | cluding such information that has been sealed                 |
| 4  | or expunged pursuant to law); and                             |
| 5  | "(5) the term 'suspension' has the meaning                    |
| 6  | given the term in section 7501.                               |
| 7  | "§ 9202. Limitations on requests for criminal history         |
| 8  | record information  |
| 9  | "(a) Inquiries Prior to Conditional Offer.—                   |
| 10 | Except as provided in subsections (b) and (c), an employee    |
| 11 | of an agency may not request, in oral or written form (in-    |
| 12 | cluding through the Declaration for Federal Employment        |
| 13 | (Office of Personnel Management Optional Form 306) or         |
| 14 | any similar successor form, the USAJOBS internet              |
| 15 | website, or any other electronic means) that an applicant     |
| 16 | for an appointment to a position in the civil service dis-    |
| 17 | close criminal history record information regarding the ap-   |
| 18 | plicant before the appointing authority extends a condi-      |
| 19 | tional offer to the applicant.                                |
| 20 | "(b) Otherwise Required by Law.—The prohibi-                  |
| 21 | tion under subsection (a) shall not apply with respect to     |
| 22 | an applicant for a position in the civil service if consider- |
| 23 | ation of criminal history record information prior to a con-  |
| 24 | ditional offer with respect to the position is otherwise re-  |
| 25 | quired by law.  |

| 1  | "(c) Exception for Certain Positions.—                 |
|----|--|
| 2  | "(1) In general.—The prohibition under sub-            |
| 3  | section (a) shall not apply with respect to an appli-  |
| 4  | cant for an appointment to a position—                 |
| 5  | "(A) that requires a determination of eligi-           |
| 6  | bility described in clause (i), (ii), or (iii) of sec- |
| 7  | tion $9101(b)(1)(A)$ ;                                 |
| 8  | "(B) as a Federal law enforcement officer              |
| 9  | (as defined in section 115(c) of title 18); or         |
| 10 | "(C) identified by the Director of the Of-             |
| 11 | fice of Personnel Management in the regula-            |
| 12 | tions issued under paragraph (2).                      |
| 13 | "(2) Regulations.—                                     |
| 14 | "(A) ISSUANCE.—The Director of the Of-                 |
| 15 | fice of Personnel Management shall issue regu-         |
| 16 | lations identifying additional positions with re-      |
| 17 | spect to which the prohibition under subsection        |
| 18 | (a) shall not apply, giving due consideration to       |
| 19 | positions that involve interaction with minors         |
| 20 | access to sensitive information, or managing fi-       |
| 21 | nancial transactions.                                  |
| 22 | "(B) COMPLIANCE WITH CIVIL RIGHTS                      |
| 23 | LAWS.—The regulations issued under subpara-            |
| 24 | eraph (A) shall—                                       |

| 1  | "(i) be consistent with, and in no way                    |
|----|---|
| 2  | supersede, restrict, or limit the application             |
| 3  | of title VII of the Civil Rights Act of 1964              |
| 4  | (42 U.S.C. 2000e et seq.) or other relevant               |
| 5  | Federal civil rights laws; and                            |
| 6  | "(ii) ensure that all hiring activities                   |
| 7  | conducted pursuant to the regulations are                 |
| 8  | conducted in a manner consistent with rel-                |
| 9  | evant Federal civil rights laws.                          |
| 10 | "§ 9203. Agency policies; complaint procedures            |
| 11 | "The Director of the Office of Personnel Manage-          |
| 12 | ment shall—   |
| 13 | "(1) develop, implement, and publish a policy to          |
| 14 | assist employees of agencies in complying with sec-       |
| 15 | tion 9202 and the regulations issued pursuant to          |
| 16 | such section; and   |
| 17 | "(2) establish and publish procedures under               |
| 18 | which an applicant for an appointment to a position       |
| 19 | in the civil service may submit a complaint, or any       |
| 20 | other information, relating to compliance by an em-       |
| 21 | ployee of an agency with section 9202.                    |
| 22 | "§ 9204. Adverse action                                   |
| 23 | "(a) FIRST VIOLATION.—If the Director of the Office       |
| 24 | of Personnel Management determines, after notice and an   |
| 25 | opportunity for a hearing on the record, that an employee |

| 1  | of an agency has violated section 9202, the Director        |
|----|---|
| 2  | shall—  |
| 3  | "(1) issue to the employee a written warning                |
| 4  | that includes a description of the violation and the        |
| 5  | additional penalties that may apply for subsequent          |
| 6  | violations; and   |
| 7  | "(2) file such warning in the employee's official           |
| 8  | personnel record file.                                      |
| 9  | "(b) Subsequent Violations.—If the Director of              |
| 10 | the Office of Personnel Management determines, after no-    |
| 11 | tice and an opportunity for a hearing on the record, that   |
| 12 | an employee that was subject to subsection (a) has com-     |
| 13 | mitted a subsequent violation of section 9202, the Director |
| 14 | may take the following action:                              |
| 15 | "(1) For a second violation, suspension of the              |
| 16 | employee for a period of not more than 7 days.              |
| 17 | "(2) For a third violation, suspension of the               |
| 18 | employee for a period of more than 7 days.                  |
| 19 | "(3) For a fourth violation—                                |
| 20 | "(A) suspension of the employee for a pe-                   |
| 21 | riod of more than 7 days; and                               |
| 22 | "(B) a civil penalty against the employee                   |
| 23 | in an amount that is not more than \$250.                   |
| 24 | "(4) For a fifth violation—                                 |

| 1  | "(A) suspension of the employee for a pe-                 |
|----|---|
| 2  | riod of more than 7 days; and                             |
| 3  | "(B) a civil penalty against the employee                 |
| 4  | in an amount that is not more than \$500.                 |
| 5  | "(5) For any subsequent violation—                        |
| 6  | "(A) suspension of the employee for a pe-                 |
| 7  | riod of more than 7 days; and                             |
| 8  | "(B) a civil penalty against the employee                 |
| 9  | in an amount that is not more than \$1,000.               |
| 10 | "§ 9205. Procedures                                       |
| 11 | "(a) Appeals.—The Director of the Office of Per-          |
| 12 | sonnel Management shall by rule establish procedures pro- |
| 13 | viding for an appeal from any adverse action taken under  |
| 14 | section 9204 by not later than 30 days after the date of  |
| 15 | the action.   |
| 16 | "(b) APPLICABILITY OF OTHER LAWS.—An adverse              |
| 17 | action taken under section 9204 (including a determina-   |
| 18 | tion in an appeal from such an action under subsection    |
| 19 | (a) of this section) shall not be subject to—             |
| 20 | "(1) the procedures under chapter 75; or                  |
| 21 | "(2) except as provided in subsection (a) of this         |
| 22 | section, appeal or judicial review.                       |
| 23 | "§ 9206. Rules of construction                            |
| 24 | "Nothing in this chapter may be construed to—             |

| 1  | "(1) authorize any officer or employee of an                                     |
|----|--|
| 2  | agency to request the disclosure of information de-                              |
| 3  | scribed under subparagraphs (B) and (C) of section                               |
| 4  | 9201(4); or  |
| 5  | "(2) create a private right of action for any                                    |
| 6  | person.".  |
| 7  | (b) REGULATIONS; EFFECTIVE DATE.—  |
| 8  | (1) REGULATIONS.—Not later than 1 year after                                     |
| 9  | the date of enactment of this Act, the Director of                               |
| 10 | the Office of Personnel Management shall issue such                              |
| 11 | regulations as are necessary to carry out chapter 92                             |
| 12 | of title 5, United States Code (as added by this                                 |
| 13 | Act).  |
| 14 | (2) Effective date.—Section 9202 of title 5,                                     |
| 15 | United States Code (as added by this Act), shall                                 |
| 16 | take effect on the date that is 2 years after the date                           |
| 17 | of enactment of this Act.  |
| 18 | (c) Technical and Conforming Amendment.—   |
| 19 | The table of chapters for part III of title 5, United States                     |
| 20 | Code, is amended by inserting after the item relating to                         |
| 21 | chapter 91 the following:  |
|    | "92. Prohibition on criminal history inquiries prior to conditional offer 9201". |
| 22 | (d) Application to Legislative Branch.—  |

| 1  | (1) In General.—The Congressional Account-                   |
|----|--|
| 2  | ability Act of 1995 (2 U.S.C. 1301 et seq.) is               |
| 3  | amended—   |
| 4  | (A) in section 102(a) (2 U.S.C. 1302(a)),                    |
| 5  | by adding at the end the following:                          |
| 6  | "(12) Section 9202 of title 5, United States                 |
| 7  | Code.";  |
| 8  | (B) by redesignating section 207 (2 U.S.C.                   |
| 9  | 1317) as section 208; and                                    |
| 10 | (C) by inserting after section 206 (2                        |
| 11 | U.S.C. 1316) the following new section:                      |
| 12 | "SEC. 207. RIGHTS AND PROTECTIONS RELATING TO CRIMI-         |
| 13 | NAL HISTORY INQUIRIES.                                       |
| 14 | "(a) Definitions.—In this section, the terms 'agen-          |
| 15 | cy', 'criminal history record information', and 'suspension' |
| 16 | have the meanings given the terms in section 9201 of title   |
| 17 | 5, United States Code, except as otherwise modified by       |
| 18 | this section.  |
| 19 | "(b) RESTRICTIONS ON CRIMINAL HISTORY INQUIR-                |
| 20 | IES.—  |
| 21 | "(1) In general.—  |
| 22 | "(A) In general.—Except as provided in                       |
| 23 | subparagraph (B), an employee of an employing                |
| 24 | office may not request that an applicant for em-             |
| 25 | ployment as a covered employee disclose crimi-               |

nal history record information if the request would be prohibited under section 9202 of title 5, United States Code, if made by an employee of an agency.

- "(B) CONDITIONAL OFFER.—For purposes of applying that section 9202 under subparagraph (A), a reference in that section 9202 to a conditional offer shall be considered to be an offer of employment as a covered employee that is conditioned upon the results of a criminal history inquiry.
- "(2) RULES OF CONSTRUCTION.—The provisions of section 9206 of title 5, United States Code, shall apply to employing offices, consistent with regulations issued under subsection (d).

## "(c) Remedy.—

"(1) IN GENERAL.—The remedy for a violation of subsection (b)(1) shall be such remedy as would be appropriate if awarded under section 9204 of title 5, United States Code, if the violation had been committed by an employee of an agency, consistent with regulations issued under subsection (d), except that the reference in that section to a suspension shall be considered to be a suspension with the level

of compensation provided for a covered employee who is taking unpaid leave under section 202.

"(2) Process for obtaining relief.—An applicant for employment as a covered employee who alleges a violation of subsection (b)(1) may rely on the provisions of title IV (other than section 407 or 408, or a provision of this title that permits a person to obtain a civil action or judicial review), consistent with regulations issued under subsection (d).

### "(d) REGULATIONS TO IMPLEMENT SECTION.—

- "(1) IN GENERAL.—Not later than 18 months after the date of enactment of the Fair Chance to Compete for Jobs Act of 2019, the Board shall, pursuant to section 304, issue regulations to implement this section.
- "(2) Parallel with agency regulations.—
  The regulations issued under paragraph (1) shall be the same as substantive regulations issued by the Director of the Office of Personnel Management under section 2(b)(1) of the Fair Chance to Compete for Jobs Act of 2019 to implement the statutory provisions referred to in subsections (a) through (c) except to the extent that the Board may determine, for good cause shown and stated together with the regulation, that a modification of such regula-

| 1  | tions would be more effective for the implementation                        |
|----|---|
| 2  | of the rights and protections under this section.                           |
| 3  | "(e) Effective Date.—Section 102(a)(12) and                                 |
| 4  | subsections (a) through (c) shall take effect on the date                   |
| 5  | on which section 9202 of title 5, United States Code, ap-                   |
| 6  | plies with respect to agencies.".   |
| 7  | (2) CLERICAL AMENDMENTS.—   |
| 8  | (A) The table of contents in section 1(b) of                                |
| 9  | the Congressional Accountability Act of 1995                                |
| 10 | (Public Law 104–1; 109 Stat. 3) is amended—                                 |
| 11 | (i) by redesignating the item relating                                      |
| 12 | to section 207 as the item relating to sec-                                 |
| 13 | tion 208; and   |
| 14 | (ii) by inserting after the item relating                                   |
| 15 | to section 206 the following new item:                                      |
|    | "Sec. 207. Rights and protections relating to criminal history inquiries.". |
| 16 | (B) Section 62(e)(2) of the Internal Rev-                                   |
| 17 | enue Code of 1986 is amended by striking "or                                |
| 18 | 207" and inserting "207, or 208".   |
| 19 | (e) Application to Judicial Branch.—  |
| 20 | (1) In general.—Section 604 of title 28,                                    |
| 21 | United States Code, is amended by adding at the                             |
| 22 | end the following:  |
| 23 | "(i) Restrictions on Criminal History Inquir-                               |
| 24 | IES.—   |
| 25 | "(1) Definitions.—In this subsection—                                       |

| 1  | "(A) the terms 'agency' and 'criminal his-            |
|----|---|
| 2  | tory record information' have the meanings            |
| 3  | given those terms in section 9201 of title 5;         |
| 4  | "(B) the term 'covered employee' means an             |
| 5  | employee of the judicial branch of the United         |
| 6  | States Government, other than—                        |
| 7  | "(i) any judge or justice who is enti-                |
| 8  | tled to hold office during good behavior;             |
| 9  | "(ii) a United States magistrate                      |
| 10 | judge; or   |
| 11 | "(iii) a bankruptcy judge; and                        |
| 12 | "(C) the term 'employing office' means any            |
| 13 | office or entity of the judicial branch of the        |
| 14 | United States Government that employs covered         |
| 15 | employees.  |
| 16 | "(2) Restriction.—A covered employee may              |
| 17 | not request that an applicant for employment as a     |
| 18 | covered employee disclose criminal history record in- |
| 19 | formation if the request would be prohibited under    |
| 20 | section 9202 of title 5 if made by an employee of an  |
| 21 | agency.   |
| 22 | "(3) Employing office policies; complaint             |
| 23 | PROCEDURE.—The provisions of sections 9203 and        |
| 24 | 9206 of title 5 shall apply to employing offices and  |
| 25 | to applicants for employment as covered employees,    |

1 consistent with regulations issued by the Director to 2 implement this subsection. 3 "(4) Adverse action.— "(A) ADVERSE ACTION.—The 4 Director may take such adverse action with respect to a 6 covered employee who violates paragraph (2) as 7 would be appropriate under section 9204 of 8 title 5 if the violation had been committed by 9 an employee of an agency. 10 "(B) APPEALS.—The Director shall by 11 rule establish procedures providing for an ap-12 peal from any adverse action taken under sub-13 paragraph (A) by not later than 30 days after 14 the date of the action. "(C) APPLICABILITY OF OTHER LAWS.— 15 16 Except as provided in subparagraph (B), an ad-17 verse action taken under subparagraph (A) (in-18 cluding a determination in an appeal from such 19 an action under subparagraph (B)) shall not be 20 subject to appeal or judicial review. "(5) Regulations to be issued.— 21 22 "(A) IN GENERAL.—Not later than 18 23 months after the date of enactment of the Fair

Chance to Compete for Jobs Act of 2019, the

Director shall issue regulations to implement this subsection.

"(B) Parallel with agency regularTions.—The regulations issued under subparagraph (A) shall be the same as substantive regulations promulgated by the Director of the Office of Personnel Management under section
2(b)(1) of the Fair Chance to Compete for Jobs
Act of 2019 except to the extent that the Director of the Administrative Office of the United
States Courts may determine, for good cause
shown and stated together with the regulation,
that a modification of such regulations would be
more effective for the implementation of the
rights and protections under this subsection.

"(6) EFFECTIVE DATE.—Paragraphs (1) through (4) shall take effect on the date on which section 9202 of title 5 applies with respect to agencies.".

20 SEC. 16. PROHIBITION ON CRIMINAL HISTORY INQUIRIES
21 BY CONTRACTORS PRIOR TO CONDITIONAL
22 OFFER.

23 (a) CIVILIAN AGENCY CONTRACTS.—

| 1  | (1) In General.—Chapter 47 of title 41,               |
|----|---|
| 2  | United States Code, is amended by adding at the       |
| 3  | end the following new section:                        |
| 4  | "§ 4714. Prohibition on criminal history inquiries by |
| 5  | contractors prior to conditional offer                |
| 6  | "(a) Limitation on Criminal History Inquir-           |
| 7  | IES.—   |
| 8  | "(1) IN GENERAL.—Except as provided in para-          |
| 9  | graphs (2) and (3), an executive agency—              |
| 10 | "(A) may not require that an individual or            |
| 11 | sole proprietor who submits a bid for a contract      |
| 12 | to disclose criminal history record information       |
| 13 | regarding that individual or sole proprietor be-      |
| 14 | fore determining the apparent awardee; and            |
| 15 | "(B) shall require, as a condition of receiv-         |
| 16 | ing a Federal contract and receiving payments         |
| 17 | under such contract that the contractor may           |
| 18 | not verbally, or through written form, request        |
| 19 | the disclosure of criminal history record infor-      |
| 20 | mation regarding an applicant for a position re-      |
| 21 | lated to work under such contract before the          |
| 22 | contractor extends a conditional offer to the ap-     |
| 23 | plicant.  |
| 24 | "(2) Otherwise required by Law.—The                   |
| 25 | prohibition under paragraph (1) does not apply with   |

| 1  | respect to a contract if consideration of criminal his- |
|----|---|
| 2  | tory record information prior to a conditional offer    |
| 3  | with respect to the position is otherwise required by   |
| 4  | law.  |
| 5  | "(3) Exception for certain positions.—                  |
| 6  | "(A) IN GENERAL.—The prohibition under                  |
| 7  | paragraph (1) does not apply with respect to—           |
| 8  | "(i) a contract that requires an indi-                  |
| 9  | vidual hired under the contract to access               |
| 10 | classified information or to have sensitive             |
| 11 | law enforcement or national security du-                |
| 12 | ties; or  |
| 13 | "(ii) a position that the Administrator                 |
| 14 | of General Services identifies under the                |
| 15 | regulations issued under subparagraph                   |
| 16 | (B).  |
| 17 | "(B) REGULATIONS.—                                      |
| 18 | "(i) Issuance.—Not later than 16                        |
| 19 | months after the date of enactment of the               |
| 20 | Fair Chance to Compete for Jobs Act of                  |
| 21 | 2019, the Administrator of General Serv-                |
| 22 | ices, in consultation with the Secretary of             |
| 23 | Defense, shall issue regulations identifying            |
| 24 | additional positions with respect to which              |
| 25 | the prohibition under paragraph (1) shall               |

| 1  | not apply, giving due consideration to posi-               |
|----|--|
| 2  | tions that involve interaction with minors,                |
| 3  | access to sensitive information, or man-                   |
| 4  | aging financial transactions.                              |
| 5  | "(ii) Compliance with civil rights                         |
| 6  | LAWS.—The regulations issued under                         |
| 7  | clause (i) shall—  |
| 8  | "(I) be consistent with, and in no                         |
| 9  | way supersede, restrict, or limit the                      |
| 10 | application of title VII of the Civil                      |
| 11 | Rights Act of 1964 (42 U.S.C. 2000e                        |
| 12 | et seq.) or other relevant Federal civil                   |
| 13 | rights laws; and   |
| 14 | "(II) ensure that all hiring activi-                       |
| 15 | ties conducted pursuant to the regula-                     |
| 16 | tions are conducted in a manner con-                       |
| 17 | sistent with relevant Federal civil                        |
| 18 | rights laws.   |
| 19 | "(b) Complaint Procedures.—The Administrator               |
| 20 | of General Services shall establish and publish procedures |
| 21 | under which an applicant for a position with a Federal     |
| 22 | contractor may submit to the Administrator a complaint,    |
| 23 | or any other information, relating to compliance by the    |
| 24 | contractor with subsection (a)(1)(B).                      |

| 1  | "(c) Action for Violations of Prohibition on           |
|----|--|
| 2  | CRIMINAL HISTORY INQUIRIES.—                           |
| 3  | "(1) FIRST VIOLATION.—If the head of an exec-          |
| 4  | utive agency determines that a contractor has vio-     |
| 5  | lated subsection (a)(1)(B), such head shall—           |
| 6  | "(A) notify the contractor;                            |
| 7  | "(B) provide 30 days after such notifica-              |
| 8  | tion for the contractor to appeal the determina-       |
| 9  | tion; and  |
| 10 | "(C) issue a written warning to the con-               |
| 11 | tractor that includes a description of the viola-      |
| 12 | tion and the additional remedies that may apply        |
| 13 | for subsequent violations.                             |
| 14 | "(2) Subsequent violation.—If the head of              |
| 15 | an executive agency determines that a contractor       |
| 16 | that was subject to paragraph (1) has committed a      |
| 17 | subsequent violation of subsection (a)(1)(B), such     |
| 18 | head shall notify the contractor, shall provide 30     |
| 19 | days after such notification for the contractor to ap- |
| 20 | peal the determination, and, in consultation with the  |
| 21 | relevant Federal agencies, may take actions, depend-   |
| 22 | ing on the severity of the infraction and the contrac- |
| 23 | tor's history of violations, including—                |

| 1  | "(A) providing written guidance to the                 |
|----|--|
| 2  | contractor that the contractor's eligibility for       |
| 3  | contracts requires compliance with this section;       |
| 4  | "(B) requiring that the contractor respond             |
| 5  | within 30 days affirming that the contractor is        |
| 6  | taking steps to comply with this section; and          |
| 7  | "(C) suspending payment under the con-                 |
| 8  | tract for which the applicant was being consid-        |
| 9  | ered until the contractor demonstrates compli-         |
| 10 | ance with this section.                                |
| 11 | "(d) Definitions.—In this section:                     |
| 12 | "(1) Conditional offer.—The term 'condi-               |
| 13 | tional offer' means an offer of employment for a po-   |
| 14 | sition related to work under a contract that is condi- |
| 15 | tioned upon the results of a criminal history inquiry. |
| 16 | "(2) Criminal History Record Informa-                  |
| 17 | TION.—The term 'criminal history record informa-       |
| 18 | tion' has the meaning given that term in section       |
| 19 | 9201 of title 5.".                                     |
| 20 | (2) CLERICAL AMENDMENT.—The table of sec-              |
| 21 | tions for chapter 47 of title 41, United States Code,  |
| 22 | is amended by adding at the end the following new      |
| 23 | item:  |
|    |  |

<sup>&</sup>quot;4714. Prohibition on criminal history inquiries by contractors prior to conditional offer.".

| 1                    | (3) Effective date.—Section 4714 of title  |
|----------------------|--|
| 2                    | 41, United States Code, as added by paragraph (1),   |
| 3                    | shall apply with respect to contracts awarded pursu-   |
| 4                    | ant to solicitations issued after the effective date de-   |
| 5                    | scribed in section $2(b)(2)$ of this Act.  |
| 6                    | (b) Defense Contracts.—  |
| 7                    | (1) In General.—Chapter 137 of title 10,   |
| 8                    | United States Code, is amended by inserting after  |
| 9                    | section 2338 the following new section:  |
| 10                   | "§ 2339. Prohibition on criminal history inquiries by  |
| 11                   | contractors prior to conditional offer   |
| 12                   | "(a) Limitation on Criminal History Inquir-  |
| 13                   | IES.—  |
| 14                   | "(1) In general.—Except as provided in para-   |
| 15                   | graphs (2) and (3), the head of an agency—   |
| 16                   | "(A) may not require that an individual or   |
| 17                   |  |
| 18                   | sole proprietor who submits a bid for a contract   |
| 10                   | sole proprietor who submits a bid for a contract<br>to disclose criminal history record information  |
| 19                   | • •  |
|                      | to disclose criminal history record information  |
| 19                   | to disclose criminal history record information regarding that individual or sole proprietor be-   |
| 19<br>20             | to disclose criminal history record information<br>regarding that individual or sole proprietor be-<br>fore determining the apparent awardee; and  |
| 19<br>20<br>21       | to disclose criminal history record information regarding that individual or sole proprietor before determining the apparent awardee; and "(B) shall require as a condition of receiv-   |
| 19<br>20<br>21<br>22 | to disclose criminal history record information regarding that individual or sole proprietor before determining the apparent awardee; and "(B) shall require as a condition of receiving a Federal contract and receiving payments |

| 1  | mation regarding an applicant for a position re-        |
|----|---|
| 2  | lated to work under such contract before such           |
| 3  | contractor extends a conditional offer to the ap-       |
| 4  | plicant.  |
| 5  | "(2) Otherwise required by Law.—The                     |
| 6  | prohibition under paragraph (1) does not apply with     |
| 7  | respect to a contract if consideration of criminal his- |
| 8  | tory record information prior to a conditional offer    |
| 9  | with respect to the position is otherwise required by   |
| 10 | law.  |
| 11 | "(3) Exception for certain positions.—                  |
| 12 | "(A) IN GENERAL.—The prohibition under                  |
| 13 | paragraph (1) does not apply with respect to—           |
| 14 | "(i) a contract that requires an indi-                  |
| 15 | vidual hired under the contract to access               |
| 16 | classified information or to have sensitive             |
| 17 | law enforcement or national security du-                |
| 18 | ties; or  |
| 19 | "(ii) a position that the Secretary of                  |
| 20 | Defense identifies under the regulations                |
| 21 | issued under subparagraph (B).                          |
| 22 | "(B) REGULATIONS.—                                      |
| 23 | "(i) Issuance.—Not later than 16                        |
| 24 | months after the date of enactment of the               |
| 25 | Fair Chance to Compete for Jobs Act of                  |

1 2019, the Secretary of Defense, in con-2 sultation with the Administrator of Gen-3 eral Services, shall issue regulations identifying additional positions with respect to which the prohibition under paragraph (1) 6 shall not apply, giving due consideration to 7 positions that involve interaction with mi-8 nors, access to sensitive information, or 9 managing financial transactions. "(ii) Compliance with civil rights 10 11 LAWS.—The regulations issued 12 clause (i) shall— 13 "(I) be consistent with, and in no 14 way supersede, restrict, or limit the 15 application of title VII of the Civil 16 Rights Act of 1964 (42 U.S.C. 2000e) 17 et seq.) or other relevant Federal civil 18 rights laws; and 19 "(II) ensure that all hiring activi-20 ties conducted pursuant to the regula-21 tions are conducted in a manner con-22 sistent with relevant Federal civil 23 rights laws. 24 "(b) Complaint Procedures.—The Secretary of Defense shall establish and publish procedures under

which an applicant for a position with a Department of Defense contractor may submit a complaint, or any other 3 information, relating to compliance by the contractor with 4 subsection (a)(1)(B). 5 "(c) ACTION FOR VIOLATIONS OF PROHIBITION ON 6 CRIMINAL HISTORY INQUIRIES.— 7 "(1) First Violation.—If the Secretary of 8 Defense determines that a contractor has violated 9 subsection (a)(1)(B), the Secretary shall— "(A) notify the contractor; 10 "(B) provide 30 days after such notifica-11 12 tion for the contractor to appeal the determina-13 tion; and "(C) issue a written warning to the con-14 15 tractor that includes a description of the viola-16 tion and the additional remedies that may apply 17 for subsequent violations. 18 "(2) Subsequent violations.—If the Sec-19 retary of Defense determines that a contractor that 20 was subject to paragraph (1) has committed a sub-21 sequent violation of subsection (a)(1)(B), the Sec-22 retary shall notify the contractor, shall provide 30 23 days after such notification for the contractor to ap-24 peal the determination, and, in consultation with the

relevant Federal agencies, may take actions, depend-

| 1  | ing on the severity of the infraction and the contrac- |
|----|--|
| 2  | tor's history of violations, including—                |
| 3  | "(A) providing written guidance to the                 |
| 4  | contractor that the contractor's eligibility for       |
| 5  | contracts requires compliance with this section;       |
| 6  | "(B) requiring that the contractor respond             |
| 7  | within 30 days affirming that the contractor is        |
| 8  | taking steps to comply with this section; and          |
| 9  | "(C) suspending payment under the con-                 |
| 10 | tract for which the applicant was being consid-        |
| 11 | ered until the contractor demonstrates compli-         |
| 12 | ance with this section.                                |
| 13 | "(d) Definitions.—In this section:                     |
| 14 | "(1) CONDITIONAL OFFER.—The term 'condi-               |
| 15 | tional offer' means an offer of employment for a po-   |
| 16 | sition related to work under a contract that is condi- |
| 17 | tioned upon the results of a criminal history inquiry. |
| 18 | "(2) Criminal History Record Informa-                  |
| 19 | TION.—The term 'criminal history record informa-       |
| 20 | tion' has the meaning given that term in section       |
| 21 | 9201 of title 5.".                                     |
| 22 | (2) Effective date.—Section 2339(a) of title           |
| 23 | 10, United States Code, as added by paragraph (1),     |
| 24 | shall apply with respect to contracts awarded pursu-   |

- ant to solicitations issued after the effective date described in section 2(b)(2) of this Act.
- 3 (3) CLERICAL AMENDMENT.—The table of sec-4 tions for chapter 137 of title 10, United States 5 Code, is amended by inserting after the item relating 6 to section 2338 the following new item:

"2339. Prohibition on criminal history inquiries by contractors prior to conditional offer.".

- 7 (c) Revisions to Federal Acquisition Regula-8 tion.—
- 9 (1) IN GENERAL.—Not later than 18 months 10 after the date of enactment of this Act, the Federal 11 Acquisition Regulatory Council shall revise the Fed-12 eral Acquisition Regulation to implement section 13 4714 of title 41, United States Code, and section 14 2339 of title 10, United States Code, as added by 15 this section.
  - (2) Consistency with office of Personnel Management regulations.—The Federal Acquisition Regulatory Council shall revise the Federal Acquisition Regulation under paragraph (1) to be consistent with the regulations issued by the Director of the Office of Personnel Management under section 2(b)(1) to the maximum extent practicable. The Council shall include together with such revision an explanation of any substantive modification of the

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| 1  | Office of Personnel Management regulations, includ-       |
|----|---|
| 2  | ing an explanation of how such modification will          |
| 3  | more effectively implement the rights and protec-         |
| 4  | tions under this section.                                 |
| 5  | SEC. 17. REPORT ON EMPLOYMENT OF INDIVIDUALS FOR-         |
| 6  | MERLY INCARCERATED IN FEDERAL PRIS-                       |
| 7  | ONS.  |
| 8  | (a) Definition.—In this section, the term "covered        |
| 9  | individual"—  |
| 10 | (1) means an individual who has completed a               |
| 11 | term of imprisonment in a Federal prison for a Fed-       |
| 12 | eral criminal offense; and                                |
| 13 | (2) does not include an alien who is or will be           |
| 14 | removed from the United States for a violation of         |
| 15 | the immigration laws (as such term is defined in sec-     |
| 16 | tion 101 of the Immigration and Nationality Act (8        |
| 17 | U.S.C. 1101)).  |
| 18 | (b) STUDY AND REPORT REQUIRED.—The Director               |
| 19 | of the Bureau of Justice Statistics, in coordination with |
| 20 | the Director of the Bureau of the Census, shall—          |
| 21 | (1) not later than 180 days after the date of             |
| 22 | enactment of this Act, design and initiate a study on     |
| 23 | the employment of covered individuals after their re-     |
| 24 | lease from Federal prison, including by collecting—       |

| 1  | (A) demographic data on covered individ-                 |
|----|--|
| 2  | uals, including race, age, and sex; and                  |
| 3  | (B) data on employment and earnings of                   |
| 4  | covered individuals who are denied employment,           |
| 5  | including the reasons for the denials; and               |
| 6  | (2) not later than 2 years after the date of en-         |
| 7  | actment of this Act, and every 5 years thereafter,       |
| 8  | submit a report that does not include any personally     |
| 9  | identifiable information on the study conducted          |
| 10 | under paragraph (1) to—                                  |
| 11 | (A) the Committee on Homeland Security                   |
| 12 | and Governmental Affairs of the Senate;                  |
| 13 | (B) the Committee on Health, Education,                  |
| 14 | Labor, and Pensions of the Senate;                       |
| 15 | (C) the Committee on Oversight and Re-                   |
| 16 | form of the House of Representatives; and                |
| 17 | (D) the Committee on Education and                       |
| 18 | Labor of the House of Representatives.                   |
| 19 | SEC. 18. DETERMINATION OF BUDGETARY EFFECTS.             |
| 20 | The budgetary effects of this Act, for the purpose of    |
| 21 | complying with the Statutory Pay-As-You-Go Act of 2010,  |
| 22 | shall be determined by reference to the latest statement |
| 23 | titled "Budgetary Effects of PAYGO Legislation" for this |
| 24 | Act, submitted for printing in the Congressional Record  |
| 25 | by the Chairman of the House Budget Committee, pro-      |

| 1  | vided that such statement has been submitted prior to the |
|----|---|
| 2  | vote on passage.  |
| 3  | SEC. 19. DEFINITIONS.                                     |
| 4  | In this Act:  |
| 5  | (1) Correctional institution or facil-                    |
| 6  | ITY.—The term "correctional institution or facility"      |
| 7  | means any prison, penitentiary, jail, or other institu-   |
| 8  | tion or facility for the confinement of individuals       |
| 9  | convicted of criminal offenses, whether publicly or       |
| 10 | privately operated, except that such term does not        |
| 11 | include any residential community treatment center        |
| 12 | (or similar public or private facility).                  |
| 13 | (2) Criminal Justice Sentence.—The term                   |
| 14 | "criminal justice sentence" means any requirement         |
| 15 | imposed pursuant to a sentence, including incarcer-       |
| 16 | ation, supervised release, parole, or probation.          |
| 17 | (3) Election.—The term "election" means—                  |
| 18 | (A) a general, special, primary, or runoff                |
| 19 | election;   |
| 20 | (B) a convention or caucus of a political                 |
| 21 | party held to nominate a candidate;                       |
| 22 | (C) a primary election held for the selec-                |
| 23 | tion of delegates to a national nominating con-           |

vention of a political party; or

| 1  | (D) a primary election held for the expres-           |
|----|---|
| 2  | sion of a preference for the nomination of per-       |
| 3  | sons for election to the office of President.         |
| 4  | (4) Eligible offense.—The term "eligible of-          |
| 5  | fense" means an offense for a controlled substances   |
| 6  | with respect to an amount that is lower than the      |
| 7  | benchmark determined by the Commission on Sub-        |
| 8  | stance Use, Health, and Safety established under      |
| 9  | section 6 of this Act.                                |
| 10 | (5) Federal office.—The term "Federal of-             |
| 11 | fice" means the office of President or Vice President |
| 12 | of the United States, or of Senator or Representa-    |
| 13 | tive in, or Delegate or Resident Commissioner to,     |
| 14 | the Congress of the United States.                    |
| 15 | (6) Indigenous communities.—The term                  |
| 16 | "Indigenous communities" includes each of the Fed-    |
| 17 | erally recognized Indian tribes.                      |
| 18 | (7) Probation.—The term "probation" means             |
| 19 | probation, imposed by a Federal, State, or local      |
| 20 | court, with or without a condition on the individual  |
| 21 | involved concerning—                                  |
| 22 | (A) the individual's freedom of movement;             |
| 23 | (B) the payment of damages by the indi-               |
| 24 | vidual;   |

| 1 | (C) periodic reporting by the individual to |
|---|---|
| 2 | an officer of the court; or                 |
| 3 | (D) supervision of the individual by an of- |
| 4 | ficer of the court.                         |

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