



MATTHEW G. BEVIN
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2017-064
February 1, 2017

RELATING TO FAIR CHANCE EMPLOYMENT

WHEREAS, persons with criminal records have difficulty obtaining meaningful employment, even while employment is an important factor in reducing recidivism and crime rates; and

WHEREAS, employing persons with a criminal record can promote public safety and reduce state corrections costs by reducing recidivism rates; and

WHEREAS, the Commonwealth of Kentucky is dedicated to removing barriers that make it difficult for persons with a criminal record to live crime-free, productive lives because of the stigma of their past; and

WHEREAS, those with a criminal record can improve our workforce and contribute important and needed skills that add value to our communities; and

WHEREAS, an approach to state employment that improves public safety, bolsters workforce development, and increases employment rates among those with a criminal record will be beneficial for the Commonwealth; and

WHEREAS, a “fair chance employment” approach to Executive Branch state job applications would not remove the Commonwealth’s ability to conduct a background check on applicants, but would merely ensure that a criminal record does not serve as an automatic disqualification from receiving an interview or further consideration for employment, except as required by law; and

WHEREAS, this reform will allow those with a criminal record to explain their record and permit the Commonwealth to consider all relevant factors in hiring decisions; and



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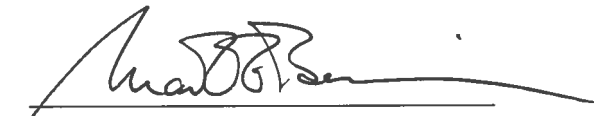
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WHEREAS, Kentucky is a leader in criminal justice policy reform and now joins twenty-four (24) states across the country, as well as many private businesses, that have already adopted such a policy; and

WHEREAS, this reform will make the Commonwealth a leader in fair employment practices, enhance employment opportunities, and provide a brighter future to all of our citizens:

NOW, THEREFORE, I, Matthew G. Bevin, by virtue of the authority vested in me by Sections 69 and 81 of the Kentucky Constitution and laws of the Commonwealth of Kentucky, including KRS 12.080, do hereby Order and Direct the following:

- I. Executive Branch state job applications shall be amended to remove questions regarding convictions and criminal history. Agencies shall not inquire into an applicant's criminal history until the applicant has been contacted to interview for a position, unless required by law to do so.
- II. Agencies under the Governor's jurisdiction shall take all steps necessary to implement the provisions of this Executive Order.
- III. This Executive Order shall be effective immediately and remain in effect until amended, rescinded or superseded.


MATTHEW G. BEVIN, Governor
Commonwealth of Kentucky

ALISON LUNDERGAN GRIMES
Secretary of State