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SECRETARY OF STATE  
COMMISSIONS DIVISION

EXECUTIVE ORDER

16-04

WHEREAS, approximately 96% of individuals sentenced to prison will eventually return to our communities; and

WHEREAS, there are currently more than 59,000 individuals under the supervision of the Division of Probation and Parole; and

WHEREAS, individuals with criminal records frequently encounter challenges in obtaining employment that make it more difficult for them to successfully assimilate back into society; and

WHEREAS, gainful employment is an important factor in reducing recidivism rates among former offenders and providing financial stability for their families; and

WHEREAS, "Ban the Box" is a policy which places questions relating to an individual's criminal history later in the hiring process in order to provide applicants an opportunity to explain the unique aspects of their situation to a potential employer; and

WHEREAS, delaying inquiry of a job applicant's criminal history affords every Missourian with a meaningful opportunity to compete for jobs; and

WHEREAS, this approach will lessen barriers to those individuals with criminal histories attempting to enter the workforce, lower recidivism rates and improve public safety.

NOW, THEREFORE, I, JEREMIAH W. (JAY) NIXON, GOVERNOR OF THE STATE OF MISSOURI, by virtue of the authority vested in me by the Constitution and Laws of the State of Missouri, do hereby Order that all departments, agencies and boards and commissions in the Executive Branch subject to the authority of the Governor shall take all necessary action to amend initial employment applications by removing questions relating to an individual's criminal history unless a criminal history would render an applicant ineligible for the position.

Nothing herein shall prevent the conducting of a criminal background check as a condition of employment.

Agencies shall immediately begin implementation of this Order and this Order shall be fully implemented no later than ninety (90) days after this Executive Order is signed.

This Order shall remain in full force and effect until amended or rescinded by further Executive Order.



IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, on this 11th day of April, 2016.

  
Jeremiah W. (Jay) Nixon  
Governor

ATTEST:

  
Jason Kander  
Secretary of State