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AMENDMENT TO COLORADO EMPLOYMENT LAW

On May 28, 2019, Governor Polis signed into law House Bill 19-1025, known as "Ban the Box" legislation. This legislation prohibits employers from:

- Advertising or stating in a job application that a person with a criminal history may not apply; and
- Inquiring about an applicant's criminal history on an initial application.

This legislation will take effective in two stages. It will apply to employers with 11 or more employees beginning **September 1, 2019** and will apply to all employers beginning **September 1, 2020**.

Employers may still obtain applicants' publicly available criminal records at any time without violating this law. The legislation includes limited exceptions and does not apply if:

- An employer is required by law to conduct a criminal history check for the position in question;
- The law prohibits an individual with a specific criminal background from being employed in the position in question; or
- The employer participates in a program that encourages employing individuals with criminal backgrounds.

We encourage all of our clients to review and revise as necessary their employment applications to ensure compliance. Please feel free to contact us if you have any questions or concerns about this or any other law regarding hiring and employment practices.

Very truly yours,

DWORKIN, CHAMBERS, WILLIAMS,
YORK, BENSON, & EVANS, P.C.


Gary Benson