



**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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**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

RECEIVED AND FILED

DATE

2/1/17

ALISON LUNDERGAN GRIMES

SECRETARY OF STATE

COMMONWEALTH OF KENTUCKY

BY

