

# STATE OF INDIANA

## EXECUTIVE DEPARTMENT INDIANAPOLIS

EXECUTIVE ORDER 17-15

FOR: FAIR CHANCE HIRING PROCESS

TO ALL WHOM THESE PRESENTS MAY COME, GREETINGS.

- WHEREAS, the State of Indiana is dedicated to removing unnecessary barriers that can make it difficult for individuals with a criminal record to have productive lives because of the stigma of their past;
- WHEREAS, individuals with a criminal record often possess skills and experience that contribute to our communities;
- WHEREAS, gainful employment is a major factor in reducing recidivism rates and providing financial stability for persons convicted and their families;
- WHEREAS, a "fair chance" hiring approach to Executive Branch state job applications will ensure that a criminal record does not operate as an initial disqualification from receiving an interview or further consideration for employment, except as required by law, however, the State will eventually conduct background checks on applicants;
- WHEREAS, this policy will allow those who have a criminal record with the opportunity to explain their record, discuss any inaccuracies and enable the State to consider all relevant factors in hiring decisions;

NOW, THEREFORE, I, Eric J. Holcomb, by virtue of the authority vested in me as Governor of the State of Indiana, do hereby order that:

1. Job applications for positions in the Executive Branch of the State of Indiana shall be amended to remove questions regarding convictions and criminal history, unless a conviction of a particular crime precludes the person from employment in the particular job to which she or he applied.
2. A background check or inquiry, including information pertaining to a person's criminal history, typically will be conducted at a later point in the application and hiring process.
3. Executive Branch agencies as defined in Ind. Code § 4-2-6-1(a)(2) shall take all steps necessary to implement the provisions of this Executive Order.
4. This Executive Order shall be effective July 1, 2017 and will remain in effect until amended, rescinded, or superseded.



*Connie Lawson*

ATTEST: Connie Lawson  
Secretary of State

IN TESTIMONY WHEREOF, I, Eric J. Holcomb, have hereunto set my hand and caused to be affixed the Great Seal of the State of Indiana on this 29<sup>th</sup> day of June, 2017.

*Eric J. Holcomb*

Eric J. Holcomb  
Governor of Indiana