

BILL SUMMARY
1st Session of the 59th Legislature

Bill No.:	HB1065
Version:	Introduced
Request Number:	5162
Author:	Talley
Date:	2/14/2023
Impact:	\$0

Research Analysis

HB 1065, as introduced, prohibits employers from terminating or refusing to hire an individual based on prior criminal history unless they can demonstrate such history endangers co-workers, the business, or the public. Employers are indemnified from civil liability for actions directly resulting from hires permitted by this measure.

Additionally, the measure exempts consumer background reports from complying with [15 U.S.C. Section 1681](#) in cases where an applicant is seeking employment in a care or educational facility. Prohibitions on disclosure of certain background information and criminal history are considered a confidential privilege under the Oklahoma Open Records Act.

Prepared By: Autumn Mathews

Fiscal Analysis

HB1065 proposes to forbid employers from discriminating against individuals with prior criminal history. This measure is not expected to impact state revenues or state appropriations.

Prepared By: Zachary Penrod, House Fiscal Staff

Other Considerations

None.