

As Introduced

**136th General Assembly
Regular Session
2025-2026**

H. B. No. 688

Representatives Tims, Brent

To enact section 4113.87 of the Revised Code to 1
prohibit private employers from including on an 2
employment application any question concerning 3
the criminal background of the applicant. 4

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF OHIO:

Section 1. That section 4113.87 of the Revised Code be 5
enacted to read as follows: 6

Sec. 4113.87. (A) As used in this section, "employer" 7
means every person who employs one or more individuals in this 8
state but does not include a "public employer" as that term is 9
defined in section 9.73 of the Revised Code. 10

(B) No employer shall include on any form for application 11
for employment with the employer any question concerning the 12
criminal background of the applicant. 13

(C) Nothing in this section prohibits an employer from 14
including on any form for application for employment with the 15
employer a statement notifying an applicant of any provision of 16
the Revised Code or federal law that disqualifies an individual 17
with a particular criminal history from employment in a 18
particular position. 19

(D) A person may report an alleged violation of this 20

section to the director of commerce. If, on receipt of such a 21
report, the director determines that there are reasonable 22
grounds to believe that a violation exists, the director shall 23
investigate the alleged violation within a reasonable amount of 24
time. If, after an investigation and a hearing conducted in 25
accordance with Chapter 119. of the Revised Code, the director 26
finds that a violation of this section has occurred, the 27
director may assess a fine against the employer in a reasonable 28
amount, as determined by the director. 29

(E) All money collected under this section shall be 30
deposited into the state treasury to the credit of the 31
industrial compliance operating fund created under section 32
121.084 of the Revised Code. 33