

- 2.1 (2) all circumstances relative to the crime or crimes, including mitigating
2.2 circumstances or social conditions surrounding the commission of the crime or crimes;
2.3 (3) the age of the person at the time the crime or crimes were committed;
2.4 (4) the length of time elapsed since the crime or crimes were committed; and
2.5 (5) all other competent evidence of rehabilitation and present fitness presented,
2.6 including, but not limited to, letters of reference by persons who have been in contact with
2.7 the applicant since the applicant's release from any local, state, or federal correctional
2.8 institution.

2.9 Sec. 2. Minnesota Statutes 2010, section 364.10, is amended to read:

2.10 **364.10 VIOLATION OF CIVIL RIGHTS.**

2.11 Violation of the rights established in ~~sections 364.01 to 364.10~~ this chapter shall
2.12 constitute a violation of a person's civil rights.

2.13 Sec. 3. **364.20 PRIVATE EMPLOYERS; EXPUNGED CONVICTIONS.**

2.14 A private employer may not dismiss an employee or refuse to hire an applicant
2.15 based solely upon a criminal offense that has been expunged pursuant to chapter 609A or
2.16 inherent judicial authority. Prior to dismissing an employee or refusing to hire an applicant
2.17 solely because of a past conviction, the employer must inform the person of the reason
2.18 for the action and allow the person not less than 72 hours to provide the employer with a
2.19 copy of an expungement order for the disqualifying offense.