



COLORADO

**Department of
Regulatory Agencies**

Division of Professions and Occupations

2024 Legislative Update

HB 24-1004: Ex-Offenders Practice in Regulated Occupations

Implementation of HB24-1004

On June 4, 2024, Governor Polis signed [HB24-1004, Ex-Offenders Practice in Regulated Occupations](#), into law. Under this bill, if an applicant for a registration, certification, or license has a conviction for a crime, a regulator may only consider the applicant's conviction for a three year period beginning on the date of conviction or the end of incarceration, if the applicant has not been convicted of any other criminal offense during the three year period. After the three year period, the regulator shall only consider the individual's application for registration, certification, or licensure in the same manner as an applicant who does not possess a prior criminal record, unless the crime is directly related to profession. Additionally, an individual whose conviction may affect their application may petition to the regulator as to whether their criminal record may be considered in the application review process. If a regulator is considering an applicant's criminal record during the application process for registration, certification, or licensure, the regulator may only deny the application if the applicant has not been rehabilitated or is unable to perform the duties and responsibilities of the profession or occupation without creating an unreasonable risk to public safety.

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