

The Consequences of Conviction

Sanctions Beyond the Sentence Under Colorado Law
2019 Edition



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1. Introduction

The True Consequences of a Criminal Conviction

The impact of a criminal conviction is greater than a number of days in prison or a number of dollars fined. Hundreds of federal, state, and local laws create additional consequences for people convicted of crimes, many of which remain in effect far beyond any judicially-imposed sentence. Unlike incarceration and fines, however, those additional consequences are frequently unknown to attorneys, judges, and the individuals whose lives they profoundly affect.

This publication attempts to document the true impact of a criminal conviction in Colorado. It contains consequences that arise under Colorado law, yet are not included in the sentence imposed by a judge at the conclusion of a criminal case. The goal of this work is to provide all participants in the criminal justice system a more accurate understanding of how a conviction will impact the life of an accused person and the community in which that person will ultimately live.

Since the 2014 edition was published, Colorado law has expanded the number of consequences associated with a conviction, but added mechanisms to help some individuals obtain relief. It is thus more important than ever for people accused of a crime, and all participants in the justice system, to be aware of the true consequences of a conviction.

Five Critical Questions for Assessing Consequences

Some of the consequences addressed in this publication—such as the loss of a public benefit—can have an immediate impact on accused persons and their families. Other consequences, however, may be impossible to identify as issues before a criminal case reaches disposition. For instance, a person charged with a crime may not be aware that he or she will one day aspire to enter a profession for which being convicted of that crime is disqualifying.

Five questions can help individuals and their attorneys identify those consequences most likely to impact their decision-making process as a case moves toward disposition.¹ These questions are particularly important due to legislation allowing Orders of Collateral Relief from particular consequences to be issued. This publication is loosely organized around these questions, which are designed to be asked of people accused of criminal offenses:

¹ These five questions are a modified version of those suggested by Gabriel J. Chin in *Making Padilla Practical: Defense Counsel and Collateral Consequences at Guilty Plea*, 54 How. L. J. 675, 690 (2011).

1. How are you employed?

In many professions certain charges or convictions can result in losing a government issued license or certificate necessary to work. Students can also be affected. Asking this question can help identify whether an individual works or studies in a field likely to track and care about criminal activity.

2. Do you receive any public benefits?

Eligibility for many public benefits, including public housing, can be lost upon conviction for certain crimes. Asking this question can identify whether individuals are at risk of losing critical support, either for themselves or their family.

3. What is your family situation?

Some types of convictions can impair an individual’s ability to be a part of his or her family, especially when children are involved. Asking about family can identify whether this is a concern.

4. Do you own, or will you want to own, any firearms?

Any felony conviction or a misdemeanor involving domestic violence can leave an individual permanently unable to possess a firearm. Asking this question can both determine whether that is a concern and caution against future charges resulting from unlawful possession of a weapon.

5. Are you a United States citizen?

Non-citizens charged with crimes are often at risk of being detained, deported, deemed inadmissible, or subject to other consequences. Asking this question can determine whether immigration status is a necessary concern.

Collateral Consequences Defined Under State Law

State law defines the term “collateral consequence.” In most contexts, it means either a mandatory “collateral sanction,” or a discretionary “disqualification.” C.R.S. 18-1.3-107(8). Specifically:

- “Collateral sanction” means a penalty, prohibition, bar, or disadvantage, however denominated, imposed on an individual as a result of the individual’s conviction of an offense, which penalty, prohibition, bar, or disadvantage applies by operation of law regardless of whether the penalty, prohibition, bar, or disadvantage is included in the judgment or sentence. “Collateral sanction” does not include imprisonment, probation, parole, supervised release, forfeiture, restitution, fine, assessment, costs of prosecution, or a restraint or sanction on an individual’s driving privilege.

- “Disqualification” means a penalty, prohibition, bar, or disadvantage, however denominated, that an administrative agency, governmental official, or court in a civil proceeding is authorized, but not required, to impose on an individual on grounds relating to the individual’s conviction of an offense.

Most of the consequences listed in this publication fall within this statutory definition of “collateral consequence.” Some consequences not meeting this definition have been included where necessary for individuals and practitioners to fully assess their situation.

The Impact of Federal Law

Federal law imposes numerous consequences of conviction beyond those created by Colorado statutes and regulations, but is generally beyond the scope of this publication. A few broadly applicable federal statutes and regulations have been included for purposes of making this publication more useful to the general public and legal community.

For additional information, the *National Inventory of Collateral Consequences of Conviction*,² a searchable website maintained by the Council of State Governments, lists the collateral consequences imposed by federal law and the law of many other jurisdictions. The Public Defender Service for the District of Columbia, in conjunction with the American Bar Association, has assembled an excellent resource focused on federal consequences titled *Internal Exile: Collateral Consequences of Conviction in Federal Laws and Regulations*.³ Additionally, the Restoration of Rights Project has created collateral consequence summaries for the federal and state governments.⁴

Limitations of this Publication

This publication describes consequences arising under the 2019 Colorado statutes and most electronically-searchable Colorado regulations. Due to the volume of material covered it is necessarily incomplete, as some statutes and regulations have inevitably been missed. Regulations have not been included where they are substantively duplicative of statutory consequences. This publication also omits collateral consequences and related topics specific to juvenile adjudications. For a more thorough treatment of juvenile consequences, see *The Consequences of Adjudication, Sanctions Beyond the Sentence for Juveniles Under Colorado Law*, available on the Colorado State Public Defender’s website.⁵

The internal policies established by individual state and local agencies are not included. Those policies can, however, have a profound impact on the consequences of a

² Available: <https://niccc.csgjusticecenter.org/>.

³ Available: <https://www.americanbar.org/content/dam/aba/migrated/cecs/internalexile.authcheckdam.pdf>.

⁴ Available: <http://ccresourcecenter.org/restoration/>.

⁵ <http://www.coloradodefenders.us/>.

conviction. Local public housing authorities, for example, may have widely different positions on how a conviction impacts eligibility.

Sparse information regarding enforcement is another major limitation. Every effort has been made to note where statutory language indicates a particular penalty or sanction is required. In many cases, however, a criminal conviction “may” prevent someone from obtaining a particular license, certification, or benefit. How individual agencies exercise that discretion is difficult to ascertain. In some cases what appears to be discretionary language could be enforced in a way that effectively renders a consequence mandatory.

In sum, this publication is intended only as a guide to be used in identifying issues. It is not a substitute for legal advice, and people with specific issues should talk to an attorney.

2. Why Criminal Records Matter

Widespread Availability of Criminal History

Criminal history records are widely available. Colorado is an open records state, meaning that the custodians of criminal justice records may allow any person to inspect those records except under limited circumstances. C.R.S. 24-72-305(1). The general public can search Colorado criminal records instantaneously and at minimal expense through the Colorado Bureau of Investigation's website, without having to provide a verifiable reason for the search.

Widespread record availability has profoundly impacted individuals' ability to move beyond an arrest or criminal conviction. Gone are the days when a minor run-in with the law could be forgotten. Because any potential employer, landlord, creditor, or government program administrator can check criminal records at any time, any prior interaction with the justice system can become an easily detectible and permanent blemish upon an individual.

Limited Sealing of Criminal Records

Although Colorado has recently expanded the types of criminal records that can be sealed, many types of offenses remain excluded. Instructions for sealing criminal records, as well as the documents necessary for doing so, can be found on the Colorado State Judicial Branch website.⁶ Employers, state and local government agencies, landlords, and employees are generally prohibited from requiring applicants to disclose any information contained in sealed records. C.R.S. 24-72-703(2)(d).

Sealing does not vacate a conviction, nor does it deny access to the criminal records by any court, law enforcement agency, criminal justice agency, prosecuting attorney, or party or agency required by law to conduct a criminal history record check on an individual. C.R.S. 24-72-703(2)(a). Those entities can use sealed records for lawful purposes. Individuals with sealed records may face a difficult decision regarding whether to tell others about an incident the individual is not required to disclose but could nevertheless be discoverable.

The bar committee and the Department of Education may also have access to sealed records. C.R.S. 24-72-703(2)(d). Victims and any member of the public may try to gain access. C.R.S. 24-72-703(5). If an individual is convicted of a new criminal offense after an order sealing conviction records is entered, the court *shall* order the conviction records unsealed. C.R.S. 24-72-703(2)(a).

Several limitations apply to sealing generally. In cases where an individual was convicted of more than one offense, records of the conviction can only be sealed if all

⁶ <http://www.courts.state.co.us/Forms/SubCategory.cfm?Category=Seal>.

offenses are eligible. If a case was dismissed or not charged due to a plea agreement, sealing is governed by the case in which the conviction was entered. Conviction records cannot be sealed if the individual still owes restitution or other fees ordered by the court, unless the court has vacated the order. Additionally, sealing is not available when the only charges were:

- A class 1 or 2 misdemeanor traffic offense.
- A class A or B traffic infraction.
- For more information, see C.R.S. 24-72-703(12).

1. Arrest records when no charges were filed.

Under section 24-72-704, individuals can request to seal arrest and criminal records involving an offense for which the individual:

- Completed a diversion agreement pursuant to section 18-1.3-101, and no charges were ever filed.
- Was not charged and any applicable statute of limitations has run.
- Was not charged but the individual is no longer being investigated by law enforcement.

The court shall grant sealing, under those circumstances, unless the individual is otherwise ineligible.

2. Non-conviction records.

Under section 24-72-705, courts shall order an individual's criminal records sealed when:

- A case against the individual was completely dismissed.
- The individual was acquitted of all counts.
- The individual completed a diversion agreement pursuant to section 18-1.3-101 when a criminal case has been filed.
- The individual completed a deferred judgment and sentence pursuant to section 18-1.3-102 and all counts were dismissed.
 - o Sealing is unavailable for felony deferred judgment and sentences for which the factual basis involved unlawful sexual behavior, as defined in section 16-22-102(9). C.R.S. 24-72-703(12)(d).
 - o Sealing is unavailable for deferred judgment and sentences concerning the holder of a commercial driver's license, or the operator of a commercial motor vehicle. C.R.S. 24-72-703(12)(d).

3. Conviction records.

Under section 24-72-706, individuals can petition to have conviction records sealed after the following amount of time has passed since the later of: (1) the date of the

final disposition of all criminal proceedings against the individual, or (2) the release of the individual from supervision concerning a conviction:

- For petty offenses and drug petty offenses, one year.
- For class 2 or 3 misdemeanors, or any drug misdemeanor, two years.
- For class 4, 5, or 6 felonies, level 3 or 4 drug felonies, or class 1 misdemeanors, three years.
- For all other offenses, five years.

For petty offenses and drug petty offenses, courts shall order records sealed if the individual has not been convicted of a criminal offense during the applicable time period. For all other offense types, either the district attorney or the victim is provided an opportunity to object, and a hearing may be held. If a hearing is held, the court must balance the interest of the individual in sealing with the public interest in maintaining public access to the conviction records.

Sealing cannot be granted if the individual has been convicted of a criminal offense during the applicable timeframe. Additionally, the provisions of section 24-72-706 do not apply to records pertaining to:

- A class 1 or 2 misdemeanor traffic offense.
- A class A or B traffic infraction.
- A conviction for violating section 42-4-1301(1) or (2), pertaining to driving while intoxicated.
- A conviction for an offense for which the underlying factual basis involved unlawful sexual behavior as defined in section 16-22-102(9).
- A conviction for violating section 18-6-401, pertaining to child abuse.
- A conviction subject to one or more of the following provisions:
 - o Sentences for a crime involving extraordinary aggravating circumstances pursuant to section 18-1.3-401(8).
 - o A sentence for an extraordinary risk crime pursuant to section 18-1.3-401(10).
 - o Sentencing for a crime involving a pregnant victim, pursuant to section 18-1.3-401(13).
 - o Sentencing for a crime pertaining to a special drug offender pursuant to section 18-18-407.
 - o Sentencing for a conviction for which the underlying factual basis involves domestic violence, as defined in section 18-6-800.3.
 - o Sentencing for a conviction for a sexual offense, pursuant to part 4 of article 3 of title 18.
 - o Sentencing for a crime of violence pursuant to section 18-1.3-406.
 - o Sentencing for a felony crime enumerated in section 24-4.1-302(1), Colorado's Victims' Rights Act.
 - o Sentencing for a felony offense in violation of section 18-9-202, pertaining to cruelty to animals.

- Sentencing for an offense classified as a class 1, 2, or 3 felony, or a level 1 drug felony, pursuant to any section of title 18.
- Sentencing for an offense in violation of part 1 of article 6 of title 18, which appears to have been repealed.
- Sentencing for an offense in violation of section 18-5-902(1), pertaining to identity theft.
- Sentencing for an offense in violation of several portions of section 18-3.5-103, which appear to have been repealed.
- Sentencing for an offense in violation of section 18-7-203, pertaining to pandering.

Despite these limitations, an otherwise ineligible misdemeanor may be eligible for sealing if the district attorney consents or if the court makes special findings. C.R.S. 24-72-706(2)(b).

4. Municipal offense conviction records.

Under section 24-72-708, individuals can file a motion to seal municipal conviction records three or more years after the later of: (1) the date of the final disposition of all criminal proceedings against the individual, or (2) the release of the individual from supervision concerning a conviction. Sealing cannot be granted if the individual has been convicted of a criminal offense during the applicable timeframe, subject to limited exceptions.

If the individual is eligible for sealing, the court must set a hearing and balance the interest of the individual in sealing with the public interest in maintaining public access to the conviction records. Conviction records cannot be sealed for misdemeanor traffic offenses committed either by a holder of a commercial learner's permit or a commercial driver's license, or by the operator of a commercial motor vehicle.

5. Other offences.

The following classes of individuals may also petition courts for sealing of certain criminal records.

- People convicted of or charged with underage possession or consumption of alcohol or marijuana. C.R.S. 18-13-122(13).
- Victims of human trafficking convicted of several types of offenses. C.R.S. 18-7-201.3(2), 24-72-707.

Limited Expunging Opportunities

Colorado does not have a widely available mechanism for expunging adult criminal records.

Most juvenile records can be expunged if statutory eligibility criteria are satisfied. C.R.S. 19-1-306. Instructions for expunging juvenile adjudications, as well as the documents necessary for doing so, can be found on the Colorado State Judicial Branch website.⁷ Juvenile records cannot be expunged for:

- Any person who has been adjudicated as an aggravated juvenile offender pursuant to section 19-2-516(4) or a violent juvenile offender pursuant to section 19-2-516(3).
- A person adjudicated of homicide and related offenses.
- A person adjudicated for a felony offense involving unlawful sexual behavior as described in section 16-22-102(9).
- A person charged, adjudicated, or convicted of any offense or infraction pursuant to title 42 (traffic offenses), or a corresponding municipal traffic code.
- For more information, see sections 13-10-115.5(5), 19-1-306(8).

Courts and the Department of Revenue can expunge records of a conviction for underage drinking and driving with a BAC of at least .02 but not more than .05 if the person requesting the action is over twenty-one years of age and several additional criteria are met. C.R.S. 42-2-121(5), 42-4-1715(1)(b).

Criminal records can be expunged when a person was arrested as a result of mistaken identity and did not have charges filed against him or her. C.R.S. 24-72-702. Additionally, biological samples collected following a felony arrest can be expunged under some circumstances. C.R.S. 16-23-105.

Relief from Collateral Consequences

Several mechanisms exist to address, and in some cases alleviate, the collateral consequences of interactions with the criminal justice system.

1. Orders of Collateral Relief

Courts can issue an Order of Collateral Relief, which relieves a person of specific collateral consequences for the purpose of preserving or enhancing employment prospects and improving that person's likelihood of success in the community. The orders "may relieve a defendant of any collateral consequences of the conviction, whether in housing or employment barriers or any other sanction or disqualification that the court shall specify, including but not limited to statutory, regulatory, or other collateral consequences that the court may see fit to relieve ..." They are available at the time of conviction or at any time thereafter. C.R.S. 18-1.3-107.

Orders of Collateral Relief cannot relieve any collateral consequence imposed by law for licensure with the Department of Education, or for employment with the Judicial Branch, the Department of Corrections, the Division of Youth Services in the Department of Human Services, or any other law enforcement agency in the State of Colorado.

⁷ <http://www.courts.state.co.us/Forms/SubCategory.cfm?Category=Seal>.

Additionally, courts cannot issue an Order of Collateral Relief if the individual: (1) has been convicted of a felony that included an element that requires a victim to suffer a serious bodily injury and the victim suffered a permanent impairment of the function of any part or organ of the body, (2) has been convicted of a crime of violence, as described in section 18-1.3-406, or (3) is required to register as a sex offender pursuant to section 16-22-103. C.R.S. 18-1.3-107.

Instructions for obtaining an Order of Collateral Relief, as well as documents necessary for doing so, can be found on the Colorado State Judicial Branch website.⁸

2. Pretrial Diversion

The General Assembly also passed legislation designed to “facilitate and encourage” pretrial diversion of appropriate defendants. Pretrial diversion is intended to ensure defendant accountability while “allowing defendants to avoid the collateral consequences associated with criminal charges and convictions.” C.R.S. 18-1.3-101(1).

Diversion is, in essence, an agreement between an individual defendant and a prosecutor. If that agreement is successfully completed, the diversion is not to be considered a conviction for any purpose. C.R.S. 18-1.3-101(10)(b). With limited exceptions, diversion allows record sealing opportunities after the agreement is complete. C.R.S. 18-1.3-101(10)(c). Because diversion does not require a guilty plea, and is not a conviction, a diversion disposition should not trigger many of the collateral consequences addressed in this publication.

Some types of cases may be statutorily exempt from diversion eligibility, depending upon the circumstances of the individual jurisdiction. C.R.S. 18-1.3-101(3) to -101(7).

3. Pardon

A pardon issued by the governor shall waive all collateral consequences associated with each conviction for which the person received a pardon, unless the pardon is limited. C.R.S. 16-17-103(1).

⁸ http://www.courts.state.co.us/Forms/Forms_List.cfm?Form_Type_ID=254. As of October 2019, forms on this website had not been updated to reflect the availability of this mechanism to juveniles and numerous other statutory changes.

3. Employment

Appendix I contains a list of individual professions where a criminal conviction (or in some cases a criminal charge) can be either disqualifying or potentially disqualifying under Colorado statutes and regulations. The information in this chapter is broadly applicable to Colorado employers and employees.

Critical Employment Areas

1. Government Licenses, Certificates, Registrations, and Contracts
 - As a general rule, if a job requires any type of government-issued license, certificate, registration, or contract, then a criminal conviction could have adverse employment consequences.
2. Vulnerable People and Positions of Trust
 - As a general rule, the greater the extent to which a job involves working with vulnerable populations (i.e. students, the mentally ill, prisoners, etc.), the greater the extent to which a criminal conviction may curtail employment possibilities.
 - Also as a general rule, the greater the extent to which a job involves a position of trust or responsibility (i.e. financial responsibility, responsibility for the wellbeing of another, etc.), the greater the extent to which a criminal conviction may curtail employment possibilities.

Guilty Pleas, Nolo Contendere, Deferred Judgment, and Diversion

When evaluating a criminal offense, the entities that regulate most of the professions listed in Appendix I treat a guilty plea, a plea of nolo contendere, or a deferred judgment and sentence, the same way that they treat a conviction following trial.

Because diversion is not a conviction, it is less likely to be considered for purposes of regulating employment. Some of the professions listed in Appendix I, however, consider criminal conduct or character as well as convictions. Additionally, some of the applicable statutes specifically reference either diversion or deferred prosecution (the predecessor to diversion).

Defining Crimes of Moral Turpitude

Some of the professions listed in Appendix I are regulated by entities that consider whether a license holder or applicant has been convicted of a crime involving “moral turpitude.” The phrase “moral turpitude” has not been defined by any broadly applicable statute, at least as used in that context.

What constitutes “moral turpitude” appears to be a case-by-case determination dependent upon the elements of the crime at issue and the factual circumstances of the situation. Interpreting that phrase, Colorado courts have held that a wide range of conduct involves moral turpitude.⁹ One of the few cases holding that a particular offense was not a crime of moral turpitude involved driving while ability impaired.¹⁰

The Effect of Out-of-State and Federal Convictions

Many of the statutes regulating professions listed in Appendix I specify that out-of-state or federal convictions count against an applicant or licensee in the same way as a Colorado conviction. Many others do not specify. Just because another state does not consider a certain type of conviction disqualifying does not mean that Colorado authorities will agree.

The Effect of Internal Regulations and Policies

This publication contains only Westlaw-searchable Colorado statutes and regulations. It does not include all of the internal regulations and policies followed by individual governmental authorities or agencies. One therefore cannot assume, based on the absence of a mandatory sanction listed in Appendix I, that an individual employed in a regulated profession will not be subject to an adverse employment action if convicted of a crime.

The Effect of Federal Law

The impact of federal law is beyond the scope of this publication. Nevertheless, federal restrictions on some broadly applicable professions, such as military service, have been included in the list of occupations in Appendix I.

Nearly all jobs working for the federal government are subject to criminal history checks, and many jobs regulated by the state are subject to additional federal regulation. The extent to which a criminal record will prevent employment varies from job to job. Most jobs requiring federal licensure also have restrictions on persons with various types of criminal history, many of which are in addition to the state mandated restrictions listed in Appendix I. Federally regulated occupations with such restrictions include but are not limited to:

- Federal law enforcement.
- Child care.

⁹ For examples, see *People v. Martin*, 897 P.2d 802, 804 (Colo. 1995) (third degree sexual assault); *People v. Emeson*, 638 P.2d 293, 295 (Colo. 1981) (willful failure to file a tax return); *R & F Enterprises, Inc. v. Board of County Commissioners*, 606 P.2d 64, 67 (Colo. 1980) (prostitution); *People v. Silvola*, 575 P.2d 413, 413 (Colo. 1978) (theft). See also C.R.S. 10-2-801(1)(g) (“moral turpitude” shall include any sexual offense against a child, for purposes of insurance regulation statute).

¹⁰ *Hartman v. Wadlow*, 545 P.2d 735, 737 (Colo. App. 1975). See also *Fort v. Holt*, 508 P.2d 792 (Colo. App. 1973) (involving firearms regulations).

- Transportation industries (air, road, rail, or sea).
- Commodity dealers.
- Broadcast licensing.
- Firearms related professions (arms use, dealing, transportation, etc.).
- Farm labor contractors.
- Financial institutions (banks, brokers, dealers, investment advisers, etc.).
- Jobs requiring a security clearance.

The degree to which a person’s criminal history will preclude employment frequently depends on the nature of the individual job and applicant. For additional information, see the *National Inventory of Collateral Consequences of Conviction*,¹¹ maintained by the Council of State Governments, and *Internal Exile: Collateral Consequences of Conviction in Federal Laws and Regulations*,¹² produced by the American Bar Association and Public Defender Service of the District of Columbia.

Governmental Restrictions Based on Criminal Record

Under many circumstances a criminal offense cannot serve as the sole basis for the state denying an employment opportunity. Colorado’s Public Employment Eligibility Statute provides that “the fact that a person has been convicted of a felony or other offense involving moral turpitude shall not, in and of itself, prevent the person from applying for and obtaining public employment or from applying for and receiving a license, certification, permit, or registration required by the laws of this state to follow any business, occupation, or profession.” C.R.S. 24-5-101(1)(a). That portion of the statute, however, exempts professions including:

- Certification of peace officers.
- Licensure of educators.
- Employment in positions involving direct contact with vulnerable persons.
- Employment of persons in public or private correctional facilities or juvenile facilities.
- Employment by the Department of Public Safety, the Department of Corrections, and the Department of Revenue.
- Employment by PERA.
- State offices and convictions described in article XII, section 4, of the Colorado Constitution.

Subsection two of the statute governs licensure and certification in regulated professions. It directs that convictions for a felony or offense involving moral turpitude shall be considered, but that the intent of the statute is “to expand employment opportunities for persons who, notwithstanding that fact of conviction of an offense, have been rehabilitated and are ready to accept the responsibilities of a law-abiding and productive member of society.” The following circumstances shall not be used as a basis for denial or taking adverse action against an applicant:

¹¹ Available: <https://niccc.csgjusticecenter.org/>.

¹² Available: <https://www.americanbar.org/content/dam/aba/migrated/cecs/internalexile.authcheckdam.pdf>.

- The applicant has been arrested for or charged with but not convicted of a criminal offense and the criminal case is not actively pending, except that an agency may consider the conduct underlying the arrest.
- The applicant has been convicted of an offense but pardoned.
- The applicant has been convicted of an offense but records of the conviction have been sealed or expunged.
- A court has issued an order of collateral relief specific to the credential sought by the applicant.

Subsection three of the statute governs employment by the state. With certain exceptions, an agency shall not perform a background check until the agency determines that an applicant is a finalist. If an agency determines that an applicant has a criminal history, the following circumstances shall not be used as a basis for denying employment:

- The applicant has been arrested for or charged with but not convicted of a criminal offense and the criminal case is not actively pending.
- The applicant has been convicted of an offense but pardoned.
- The applicant has been convicted of an offense but records of the conviction have been sealed or expunged.
- A court has issued an order of collateral relief specific to the employment sought by the applicant.

For both licensure and employment, if an agency determines that an applicant has a conviction other than those listed above, it must consider the nature of the conviction, the relationship between the conviction and the job, any information regarding rehabilitation and good conduct, and the time that has elapsed since the conviction. C.R.S. 24-5-101(4).

The Public Employment Eligibility Statute applies to all licensing entities falling under the Division of Professions and Occupations, unless there is a specific statutory disqualification. C.R.S. 12-20-202(5). Many professions are, however, regulated by statutes that seem to exempt them from the Public Employment Eligibility Statute. See Appendix I for additional information. When the Department of Regulatory Agencies determines that an individual applying for a license has been convicted of a crime, it may in some circumstances issue a conditional license. C.R.S. 24-34-107(5).

Private Restrictions Based on Criminal Record

Most employers are prohibited from requiring job applicants to self-disclose their criminal history on an initial job application. C.R.S. 8-2-130. Once private employers determine that an applicant has a criminal history, however, they have great discretion in determining whether to hire. There are few checks on private employment decisions.

Under Title VII of the Civil Rights Act of 1964, employers are not supposed to impose blanket exclusions on employing anyone with a prior arrest or conviction.¹³ The U.S. Equal Employment Opportunity Commission issued guidance regarding consideration of arrest and conviction records in April 2012. Generally, a criminal-history-based employment prohibition should depend on: (1) the nature and gravity of the offense or offenses; (2) the time that has passed since the conviction and/or completion of the sentence; and (3) the nature of the job held or sought. Regardless, the fact remains that there are few controls on private employers.

No Colorado law prohibits discrimination by private employers based on criminal history, and employment can typically be terminated for essentially any reason. Thus, even if a state agency determines that a previously convicted person is eligible for a license to practice a certain profession, that individual has no guarantee of finding an employer willing to accept his or her criminal history.

¹³ See *Gregory v. Litton Systems, Inc.*, 316 F. Supp. 401 (C.D. Cal. 1970). Additional information can be found on the Equal Employment Opportunity Commission's website at www.eeoc.gov.

4. Public Benefits Programs

Public Housing

The federal government has established several subsidized housing programs that are administered by local Public Housing Authorities (PHAs). Individual PHAs have great discretion regarding who—and what types of criminal histories—they will accept. Federal law, however, imposes several broadly applicable restrictions on who PHAs can admit or retain as residents.

Many of the restrictions below apply to “any household member,” thus creating a situation where the conduct of one person can result in a loss of housing for an entire family. Additionally, many are based on the PHA’s evaluation of conduct alone and do not require a conviction in order to prohibit or terminate housing.

- PHAs *must* prohibit admission if:
 - The PHA determines that any household member is currently engaged in illegal use of a drug.
 - The PHA determines that a household member’s illegal drug use or pattern of illegal drug use may threaten the health, safety, or right to peaceful enjoyment of the premises by other residents.
 - Any household member has ever been convicted of drug-related criminal activity for the manufacture or production of methamphetamine on the premises of federally-assisted housing.
 - Any household member is subject to a lifetime registration requirement under a state sex offender registration program.
 - A PHA must also prohibit admission if a household member has been evicted from federally assisted housing for drug-related criminal activity within the last three years, subject to limited exceptions.
- PHAs may prohibit admission if any household member is currently engaged in or has engaged in during a reasonable time before the admission:
 - Drug-related criminal activity.
 - Violent criminal activity.
 - Other criminal activity that may threaten the health, safety, or right to peaceful enjoyment of the premises by other residents or persons residing in the immediate vicinity.
 - Other criminal activity that may threaten the health or safety of the owner, property management staff, or persons performing a contract administration function or responsibility on behalf of the PHA.
- PHAs *must* terminate assistance if they determine that any member of the household has ever been convicted of producing methamphetamine on the premises of federally assisted housing.
- PHAs may terminate assistance if they determine:
 - Any household member is currently engaged in any illegal use of a drug.

- A pattern of illegal use of a drug by any household member interferes with the health, safety, or right to peaceful enjoyment of the premises by other residents.
- Any household member has engaged in violent criminal activity, or any criminal activity that threatens the health, safety, or right to peaceful enjoyment of the premises of other residents, staff, or persons residing in the immediate vicinity.
- Any tenant is fleeing to avoid prosecution or confinement, or is violating any condition of probation or parole.
- Termination may occur if the PHA determines a household member has engaged in a criminal activity, regardless of whether the household member was arrested or convicted for the activity.
- For additional information, see 42 U.S.C. §§ 1437d, 1437f, 1437n, 13661-13663; 24 C.F.R. §§ 5.850 to 5.861, 960.204, 966.4, 982.310, 982.553.

Colorado landlords are subject to restrictions on how they can use criminal history as a criterion in consideration of rentals. C.R.S. 38-12-904. Additional restrictions may nevertheless apply to public housing, even in the absence of federal regulation. For instance:

- Group homes for people with mental illness, as established pursuant to section 30-28-115, *shall not* accept people determined to be not guilty by reason of insanity of a violent offense, or who have been convicted of a felony involving a violent offense. C.R.S. 30-28-115(2)(b.5), 31-23-303(2)(b.5).
- Homeless and emergency shelters have widely varying policies regarding people with a criminal history, especially violent crimes and sex offenses.

Food Stamps

- Federal legislation disqualifies individuals convicted of the following offenses from food stamp eligibility if they are not in compliance with the terms of their sentence or are a fleeing felon. 7 U.S.C. § 2015(r). Disqualification may impact the overall benefits to which the individual's household members are entitled.
 - Aggravated sexual abuse under federal or similar state law.
 - Murder under federal or similar state law.
 - Sexual exploitation of children under federal or similar state law.
 - A federal or state offense involving sexual assault.
- A person *shall* be temporarily disqualified from receiving food stamps for:
 - Obtaining, or aiding another in obtaining, food stamp benefits to which the person is not entitled. C.R.S. 26-2-305(1)(a). Subsequent offenses may result in permanent disqualification.
 - Being found by the agency or convicted in a court of law of having made a fraudulent statement or representation in order to receive multiple food stamp benefits simultaneously. C.R.S. 26-2-305(1)(b).
 - Being found guilty in a court of law of purchasing controlled substances with food stamps. An individual *shall not* be ineligible due to a drug

- conviction unless misuse of food stamp benefits is part of the court findings. C.R.S. 26-2-305(1)(c). Subsequent offenses may result in permanent disqualification.
- A person *shall* be permanently disqualified from receiving food stamps for:
 - o Trafficking in food stamps having a value of five hundred dollars or more. C.R.S. 26-2-305(1)(a).
 - o Being found guilty in a court of law of trading ammunition or explosives for food stamps. C.R.S. 26-2-305(1)(d).
- Fleeing felons and people in violation of state or federal probation or parole conditions are ineligible to participate. 10 CCR 2506-1:4.304.4.
- An entire household's eligibility for benefits may be affected if one member is disqualified due to certain convictions. 10 CCR 2506-1:4.206, -1:4.411.1.

Federal Student Loan Eligibility

- A student who is convicted of any offense under any federal or state law involving the possession or sale of a controlled substance for conduct that occurred during a period of enrollment for which the student was receiving federal student assistance shall not be eligible to receive any grant, loan, or work assistance under subchapter IV of chapter 28 of title 20 from the date of that conviction for the period of time specified below. 20 U.S.C. § 1091(r).
 - o Possession of a Controlled Substance.
 - First Offense: One Year.
 - Second Offense: Two Years.
 - Third Offense: Indefinite.
 - o Sale of a Controlled Substance.
 - First Offense: Two Years.
 - Second Offense: Indefinite.
- A student whose eligibility has been suspended may resume eligibility before the end of the ineligibility period if certain statutorily specified conditions are met. 20 U.S.C. § 1091(r)(2).
- Pell Grants *shall not* be awarded to individuals who are incarcerated in a federal or state prison, or subject to involuntary civil commitment upon completion of a period of incarceration for a sex offense. 20 U.S.C. § 1070a(b)(6).

Worker's Compensation Benefits

- Subject to limited exceptions, a person entitled to benefits under articles 40 to 47 of title 8, C.R.S., *shall* neither receive nor be entitled to such benefits for any week following a conviction during which that person is confined in a jail, prison, or any Department of Corrections facility. After release, an individual shall be restored to the same position as he otherwise would have enjoyed with respect to benefits. C.R.S. 8-42-113.
- Any person who makes a false statement material to a claim under articles 40 to 47 of title 8, C.R.S., *shall* forfeit all rights to compensation. C.R.S. 8-43-402.

- Any person who makes a false statement material to a claim under articles 30, 30.5, and 31 of title 31, C.R.S. (pertaining to firefighters and police), *shall* forfeit all rights to compensation. C.R.S. 31-31-1203.

Unemployment Benefits

- No payment of unemployment benefits *shall* be made if separation from employment occurs because of incarceration after conviction of a violation of any law, or loss of a license, certification, credential, or other professional designation that is essential to job performance. C.R.S. 8-73-108(5)(e)(X).

Colorado Works Program / TANF

- A person convicted of a drug-related felony offense under the laws of this state, any other state, or the federal government shall not be eligible for assistance under the works program unless such person is determined by the county department to have taken action toward rehabilitation such as, but not limited to, participation in a drug treatment program. C.R.S. 26-2-706(3).
- A person is disqualified from receiving benefits if an inmate of a public institution, except as a patient in a public medical institution. C.R.S. 26-2-706(1.5)(d).
- For additional information, see 9 CCR 2503-6:3.604.

Veterans Benefits

- If any individual to whom pension is being paid under a law administered by the Department of Veterans Affairs is imprisoned in a federal, state, or local penal institution as a result of conviction of a felony or a misdemeanor, such pension payments will stop on the sixty-first day of imprisonment following conviction. Normally a portion of the benefits can be assigned to an eligible family member during the period of incarceration. 38 C.F.R. § 3.666.
- No veteran *shall* receive a pension if the veteran is a fugitive felon, and no apportionment will be made to the veteran's dependents. 38 C.F.R. § 3.666.
- No person *shall* be eligible for residence in an armed forces retirement home if he or she has been convicted of a felony. 24 U.S.C. § 412(b).
- All veteran's benefits are forfeited if "evidence satisfactory to the Secretary" shows a veteran to be guilty of mutiny, treason, sabotage, or rendering assistance to an enemy of the United States or its allies, or if convicted of various offenses under federal or military law. 38 U.S.C. § 6104, 38 U.S.C. § 6105.
- Similar offenses, including spying, result in forfeiture of National Service Life Insurance, Servicemembers' Group Life Insurance, and Veterans' Group Life Insurance. 38 U.S.C. § 1911, 38 U.S.C. § 1973.

Medical Assistance

- No medical assistance shall be furnished under the Colorado Medical Assistance Act, unless federal financial participation is available, while an individual is confined in a correctional institution, jail, juvenile commitment facility, or Department of Human Services facility. C.R.S. 25.5-4-205.5.
- An individual serving as an authorized representative to receive payment vouchers under the consumer-directed care model must submit an affidavit stating that he or she has not been convicted of any crime involving exploitation, abuse, or assault on another person. C.R.S. 25.5-6-1102(9).

Social Security

- Old-age and survivors insurance benefit payments will not, subject to various exceptions, be paid for any month in which a person is:
 - o Confined in a jail, prison, or other penal institution for conviction of a criminal offense.
 - o Confined by court order in an institution at public expense in connection with a verdict of not guilty by reason of insanity, a finding of incompetence to stand trial, or a similar verdict or finding.
 - o Confined by court order in an institution at public expense, immediately following completion of confinement for a criminal offense, an element of which is sexual activity, pursuant to a finding that the individual is a sexually dangerous person or a sexual predator or a similar finding.
 - o Fleeing to avoid prosecution or custody for a felony.
 - o Violating a condition of probation or parole imposed under federal or state law.
 - o For additional information, see 42 U.S.C. § 402(x).
- No person shall be eligible for Supplemental Security Income for the Aged, Blind, and Disabled, subject to certain exceptions, if the person is:
 - o An inmate at a public institution. 42 U.S.C. § 1382(e)(1).
 - o Fleeing to avoid prosecution or custody for a felony. 42 U.S.C. § 1382(e)(4)(A)(i).
 - o Violating a condition of probation or parole imposed under federal or state law. 42 U.S.C. § 1382(e)(4)(A)(ii).
- Social Security Disability Insurance (SSDI) *shall not* be paid for any physical or mental impairment, or any increase in the severity of a pre-existing impairment, which arises in connection with commission of a felony. 20 C.F.R. § 404.1506.
- A person who has been convicted of any offense under federal or state law resulting in imprisonment for more than one year, or has been convicted of specified federal offenses, generally cannot serve as a representative payee for a beneficiary entitled to certain benefits under the Social Security Act. 42 U.S.C. § 1383(a)(2)(B).

5. Family Concerns

Parenting Time and Decision Making Following Divorce or Separation

- In determining parenting time following a divorce or separation, courts shall consider:
 - Whether one of the parties has committed child abuse or neglect, domestic violence, or sexual assault where there is also a claim that the child in question was conceived as a result. C.R.S. 14-10-124(1.5)(a). If so, the court shall consider, as the primary concern, the safety and well-being of the child and the abused party. C.R.S. 14-10-124(4)(d).
 - In formulating a parenting plan, if the court finds one of the parties has committed an act of child abuse or neglect, domestic violence, or sexual assault resulting in the conception of the child, it shall consider conditions or limitations on parenting time that ensure the safety of the child and of the abused party. C.R.S. 14-10-124(4)(e).
 - In determining requests for modification of parenting time, courts may consider whether one party has committed an act of domestic violence. C.R.S. 14-10-129(2)(c).
 - If the court finds that one of the parties has committed sexual assault resulting in the conception of the child, the court shall consider whether it is in the best interests of the child to prohibit or limit the parenting time of that party. C.R.S. 14-10-124(4)(a)(IV).
- In allocating decision-making authority, courts shall consider:
 - Whether one of the parties has committed child abuse or neglect, domestic violence, or sexual assault where there is also a claim that the child in question was conceived as a result. C.R.S. 14-10-124(1.5)(b). If so, the court shall consider, as the primary concern, the safety and well-being of the child and the abused party. C.R.S. 14-10-124(4)(d).
 - If the court finds that one of the parties committed child abuse or neglect, then it *shall not* be in the best interests of the child to allocate mutual decision-making with respect to any issue over the objection of the other party or the legal representative of the child. C.R.S. 14-10-124(4)(a)(I).
 - If the court finds that one of the parties has committed an act of domestic violence, then it *shall not* be in the best interests of the child to allocate mutual decision-making responsibility over the objection of the other party or the legal representative of the child, unless the court finds that the parties are able to make decisions cooperatively in the best interest of the child in a manner that is safe for the abused party and the child. C.R.S. 14-10-124(4)(a)(II).
 - If the court finds that one of the parties has committed sexual assault and that the child was conceived as a result of the sexual assault, there is a rebuttable presumption that it is not in the best interests of the child to allocate sole or split decision-making authority to the person found to have

committed sexual assault, or to allocate mutual decision-making between the person found to have committed sexual assault and the assaulted party. C.R.S. 14-10-124(4)(a)(III).

- If a parent has been convicted of any of a list of crimes, the other parent—or any other person who has been granted custody of or parental responsibility for the child pursuant to court order—may file an objection to parenting time. The offending parent shall then have the burden of proving that parenting time by such parent is in the best interests of the child or children. C.R.S. 14-10-129(3). The list of crimes is lengthy, but includes:
 - Any crime, the underlying factual basis of which has been found by a court on the record to include domestic violence.
 - Murder.
 - Sexual assault.
 - Unlawful sexual contact if the victim is compelled to submit.
 - Incest and aggravated incest.
 - Most crimes against children.
- Before a neutral third person is appointed to serve as a child and family investigator, the person shall submit fingerprints for a background check, which the Judicial Department shall use to determine if they are suitable. C.R.S. 14-10-116.5(4).

Custody of Children and the Parent-Child Relationship

- A court may order termination of the parent-child legal relationship upon a finding that:
 - The parent is subject to long-term confinement, provided other conditions are met. C.R.S. 19-3-604(1)(b).
 - The parent has committed various criminal acts against a child, a sibling, or another child of the parent. C.R.S. 19-3-604.
- A court may order removal of a child, without reasonable efforts to prevent the child's removal or to reunify the child with the family, when it finds that a parent has been convicted of the following. C.R.S. 19-1-115(7).
 - Murder of another child of the parent, including aiding, abetting, attempting, conspiring, or soliciting to commit the same.
 - Voluntary manslaughter of another child of the parent, including aiding, abetting, attempting, conspiring, or soliciting to commit the same.
 - A felony assault that resulted in serious bodily injury to the child or another child of the parent.
- A court may terminate a parent-child legal relationship if it finds that the parent was convicted on or after July 1, 2013, of an act of sexual assault or a crime in which the underlying factual basis was sexual assault, and the child was conceived as a result of that act or sexual assault or crime. C.R.S. 19-5-105.5. Similar provisions apply when no conviction occurred. C.R.S. 19-5-105.7.
- Under some circumstances, a previously terminated parent-child relationship can be reinstated. Reinstatement is not possible if the original dependency and neglect action involved substantiated allegations of sexual abuse or an incident of

- egregious abuse or neglect against a child, a near fatality, or a suspicious fatality or near fatality. C.R.S. 19-3-612(2)(f).
- Once a court terminates a parent-child legal relationship, the child cannot be placed with an individual other than a relative of the child or an agency unless that individual is of “good moral character.” C.R.S. 19-5-104(1).
 - Several types of civil protection orders can be more difficult or impossible to modify if, since the order was issued, the restrained person was convicted of or pled guilty to a crime against the protected person. C.R.S. 13-14-108(3), -108(6).

Emergency and Kinship Placement of Children

- An agency *shall not* arrange emergency placement of a child with someone who has been convicted of:
 - Child abuse.
 - A crime of violence.
 - A felony involving unlawful sexual behavior.
 - A felony with an underlying factual basis involving domestic violence.
 - A felony involving physical assault or a drug-related offense, if committed within the preceding five years.
 - Violation of a protective order.
 - A crime involving homicide.
 - For additional information, see section 19-3-406(4) and 12 CCR 2509-4:7.304. A criminal history check is required.
- An agency *shall not* place a child in noncertified kinship care if the kin or any adult who resides with the kin at the home is required to register as a sex offender or has been convicted or adjudicated of:
 - Child abuse.
 - A crime of violence.
 - An offense involving unlawful sexual behavior.
 - A felony with an underlying factual basis involving domestic violence.
 - A felony involving physical assault or a drug-related offense within the preceding five years.
 - A pattern of misdemeanor convictions within the preceding ten years.
 - For more information, see section 19-3-407 and 12 CCR 2509-4:7.304. A criminal history check is required.
- Once a court terminates a parent-child legal relationship, the child cannot be placed with an individual other than a relative of the child or an agency unless that individual is of “good moral character.” C.R.S. 19-5-104(1).

Name Changes

- A court shall not grant a petition for a name change if the court finds the petitioner was previously convicted of a felony or adjudicated a juvenile delinquent for an offense that would constitute a felony if committed by an adult in this state or any other state or under federal law. C.R.S. 13-15-101(2)(b).
- There are several statutory exceptions to the general rule. C.R.S. 13-15-101(3).

Adoption and Foster Care

- A court *shall not* grant a decree of final adoption if it determines that the prospective adoptive parent was convicted at any time by a court of competent jurisdiction of a felony in one of the following areas: child abuse or neglect; spousal abuse; any crime against a child; or any crime involving violence, rape, sexual assault, or homicide, excluding other physical assault and battery. C.R.S. 19-5-210(4).
- For stepparent, kinship, or custodial adoptions, in addition to not granting a decree of final adoption in the circumstances above, the court *shall not* grant the decree of final adoption if it determines that the prospective adoptive parent was convicted of a felony for physical assault or battery that was committed within the past five years. C.R.S. 19-5-210(4).
- Petitions for adoption must be accompanied by a criminal history records check of any adult in the home and a report regarding felony or misdemeanor convictions of the offenses listed above, as well as any crime the underlying factual basis of which involved domestic violence, violation of a protective order, and any felony physical assault or battery or felony drug-related conviction. C.R.S. 19-5-207(2.5)(a)(IV). Slightly different rules apply to stepparent, second parent, kinship, or custodial adoptions. C.R.S. 19-5-208(5).
- For additional information, see 12 CCR 2509-6:7.500.2, 12 CCR 2509-8:7.710.3, 12 CCR 2509-8:7.710.5.
- For information regarding foster care, see the Child Care section of Appendix I.

Guardian or Conservator Appointment

- A court may require a criminal background check to determine the fitness of a nominee for appointment as a guardian, emergency guardian, conservator, or special conservator. C.R.S. 15-14-110; Colorado Probate Forms 805, 834, 850.

Inheritance

- An individual who is determined to have feloniously killed the decedent forfeits all benefits with respect to the decedent's estate. C.R.S. 15-11-803(2). Including PERA benefits. 8 CCR 1502-1:2.
- A person who has been arrested on suspicion of having committed, is charged with, or has been convicted of, any felony offense specified in part 1 of article 3 of title 18, C.R.S., involving the death of the deceased person, shall not direct the final disposition of the deceased person or arrange the ceremonies for the deceased person. This does not apply if charges are not brought or the person is acquitted. C.R.S. 15-19-109.

6. Firearms

Restrictions Under Colorado Law

- It is a felony offense to knowingly possess a firearm subsequent to conviction for any felony, or subsequent to conviction for attempt or conspiracy to commit a felony, under Colorado or any other state's law or under federal law. C.R.S. 18-12-108. The same applies to possessing a firearm subsequent to a juvenile adjudication.
 - o A deferred judgment and sentence, pursuant to section 18-1.3-102, is a prior conviction. Although the law is unsettled, this appears to be true even if the deferred judgment and sentence is successfully completed.¹⁴
- The Colorado Bureau of Investigation *shall* request a background check in connection with the prospective transfer of a firearm.
 - o The transfer *shall* be denied if it would violate applicable state or federal laws. C.R.S. 24-33.5-424(3).
 - o The transfer *shall* be denied if the prospective transferee has been arrested for or charged with a crime that, if convicted, would prohibit the transferee from purchasing, receiving, or possessing a firearm. C.R.S. 24-33.5-424(3).
- A concealed handgun permit *shall* be denied, revoked, or refused to renew to an individual who:
 - o Has been convicted of perjury in relation to a permit application. C.R.S. 18-12-203(1).
 - o Is subject to any of several types of protective orders. C.R.S. 18-12-203(1).
 - o Has been convicted of two or more alcohol-related driving offenses within ten years, subject to a statutory exception. C.R.S. 18-12-202(3), 18-12-203(1).
 - o A criminal background check is required. C.R.S. 18-12-205(4)(c).
- A temporary emergency permit to carry a concealed handgun requires a criminal history check. C.R.S. 18-12-209(2).
- Whenever a court subjects a person to a mandatory protection order under section 18-1-1001, which qualifies as an order described in 18 U.S.C. § 922(g)(8), the court *shall* order the person to refrain from possessing or purchasing any firearm or ammunition for the duration of the order, and relinquish any firearm or ammunition subject to the person's immediate possession and control for the duration of the order. C.R.S. 18-1-1001(9).
 - o A person who fails to timely file a receipt documenting relinquishment of a firearm may be criminally liable. C.R.S. 18-1-1001(9)(i).

¹⁴ See C.R.S. 16-7-206(3); *M.T. v. People*, 269 P.3d 1219, 1221-22 (Colo. 2012); *People v. Allaire*, 843 P.2d 38, 40-41 (Colo. App. 1992).

- A person who possesses or attempts to purchase or receive a firearm or ammunition while the protection order is in effect may be criminally liable. C.R.S. 18-1-1001(9)(k).
- Similar provisions apply to civil protection orders issued pursuant to article 14 of title 13. C.R.S. 13-14-105.5.
- If a defendant is convicted of any crime, the underlying factual basis of which is found by the court on the record to be a misdemeanor crime of domestic violence, as defined in 18 U.S.C. § 921(a)(33), or that is punishable by a term of imprisonment exceeding one year and includes an act of domestic violence:
 - The court *shall* order the person to refrain from possessing or purchasing any firearm or ammunition, and relinquish any firearm or ammunition subject to the person's immediate possession and control, for the duration of the order. C.R.S. 18-6-801(8).
 - A person who fails to timely file a receipt documenting relinquishment of a firearm may be criminally liable. C.R.S. 18-6-801(8)(i).
- Firearms used during a criminal episode that gave rise to a conviction may be forfeited. C.R.S. 18-12-110.
- A conviction with an underlying factual basis of domestic violence is one of numerous considerations relevant to whether a court can issue an extreme risk protection order curtailing the right to possess firearms. C.R.S. 13-14.5-105(3).
- A conviction for improperly conducting a private firearm transfer *shall* result in being prohibited from possessing a firearm for two years. C.R.S. 18-12-112(9).

Restrictions Under Federal Law

- It is unlawful for any person to possess a firearm or ammunition who:
 - Has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year.
 - Is a fugitive from justice.
 - Is an unlawful user of, or addicted to, any controlled substance.
 - Is under a court order that restrains the person from harassing, stalking, or threatening an intimate partner or the intimate partner's child.
 - Has been convicted in any court of a misdemeanor crime of domestic violence.
- For more information, see 18 U.S.C. § 922(g).

7. Citizenship and Immigration

Immigration and citizenship related consequences are imposed by federal law, and are therefore outside the scope of this publication. The information below is provided to highlight general concerns.

Any non-citizen convicted of a crime may face either removal from the United States, classification as “inadmissible,” or other consequences. Juvenile adjudications generally do not count as convictions for purposes of immigration law, and thus generally do not trigger conviction-based grounds for deportability or inadmissibility.¹⁵ They can, however, serve as evidence of conduct-based grounds for the same. Additionally, convictions of juveniles as adults are typically considered convictions for purposes of immigration law. Guilty pleas, including those resulting in an adult deferred judgment and sentence, are convictions under federal immigration law. 8 U.S.C. § 1101(a)(48)(A); C.R.S. 18-1-410.5.

Consequences of Conviction for Non-Citizens

- Inadmissibility: Certain crimes can render a person inadmissible. This means that if the person leaves the United States, they will not be able to return.
- Deportation: Certain crimes can render a person deportable. This means that the person can be removed from the country.
- Other possible consequences include but are not limited to:
 - o Mandatory detention during immigration proceedings.
 - o Inability to obtain deferred action for childhood arrivals.
 - o Inability to obtain asylum or protected status.
 - o Inability to obtain cancellation of removal.
 - o Inability to become a citizen.
 - o Inability to become a legal permanent resident.

Inadmissibility

- Most non-citizens who are deemed inadmissible will not be able to reenter if they leave the country. If an undocumented immigrant is determined inadmissible, after removal he or she will be barred from seeking readmission for a period of time.
- Subject to limited exceptions and waivers, grounds for inadmissibility include:
 - o Conviction of, or admission to having committed, any crime involving moral turpitude. Note that the definition of “moral turpitude” is different in this context than in the rest of this publication.
 - o Conviction of, or admission to having committed, any crime relating to a controlled substance. A limited exception applies for a single possession of a small amount of marijuana.

¹⁵ *In re Devison-Charles*, 22 I. & N. Dec. 1362 (BIA 2000).

- Conviction of two or more criminal offenses, the resulting aggregate sentences to confinement for which were five years or more.
- Subject to limited exceptions and waivers, conduct-based grounds for inadmissibility include:
 - Health related grounds, including physical or mental disorders.
 - Drug abuse or addiction.
 - Controlled substance trafficking.
 - Prostitution or commercialized vice.
 - Trafficking in persons.
 - Money laundering.
 - Security related grounds.
 - Illegal presence in the United States.
 - Falsely claiming citizenship.
- This list is not complete. For additional information, see 8 U.S.C. § 1182.

Deportability

- Subject to limited exceptions and waivers, grounds for deportation include:
 - Conviction of a single crime involving moral turpitude within five years of admission (or in some cases ten years) for which a sentence of one year or longer may be imposed.
 - Conviction of two or more crimes involving moral turpitude, in separate criminal episodes, regardless of the time after admission or the sentence imposed.
 - Conviction of any aggravated felony, as defined in 8 U.S.C. 1101(a)(43).
 - Conviction of violating any controlled substance law, other than a single offense involving possession for one's own use of thirty grams or less of marijuana.
 - Conviction of a firearms offense.
 - Conviction of a crime of domestic violence, stalking, child abuse, child neglect, or child abandonment.
 - Conviction of various federal offenses.
- Subject to limited exceptions and waivers, conduct-based grounds for deportation include:
 - Illegal presence in the United States.
 - Smuggling aliens.
 - Drug abuser or addict.
 - Certain violations of a protective order.
 - Trafficking in persons.
 - Falsely claiming citizenship.
 - Security related grounds.
- This list is not complete. For additional information, see 8 U.S.C. § 1227.

Inability to Obtain Citizenship

- In order to become a naturalized citizen, a person must be of good moral character while in the United States for a minimum of five years. 8 U.S.C. § 1427(a).
- No person shall be regarded as one of good moral character if during the period for which good moral character is required the person was:
 - o Confined in a jail or prison for an aggregate of 180 days.
 - o Convicted of an aggravated felony at any time.
 - o Convicted of two or more gambling offenses.
 - o A member of one or more of the classes of persons described in the inadmissibility statute, 8 U.S.C. § 1182(a), based upon offenses or actions.
- This list is not complete. For additional information, see 8 U.S.C. § 1101(f).

Mandatory Detention

- Subject to certain exceptions, individuals who are inadmissible or deportable by reason of having “committed” offenses shall be taken into custody and held without bond during immigration proceedings. It is unclear whether this requirement applies only to convictions, or also to adjudications or conduct alone. 8 U.S.C. § 1226(c).

8. Other Civil Rights and Privileges

Driving

- For purposes of most Colorado driving statutes, “conviction” is defined to include a plea of guilty or nolo contendere, a verdict of guilty, an adjudication of delinquency, or payment of a penalty. An expanded definition applies to holders of a commercial driver’s license. C.R.S. 42-1-102(19).
- Section 42-2-125 lists multiple offenses for which a driver’s license *shall* be revoked after conviction. These include:
 - Vehicular homicide, vehicular assault, or criminally negligent homicide while driving a motor vehicle. See also section 42-2-128.
 - Driving under the influence of a controlled substance, as defined in section 18-18-102(5).
 - In the case of a driver twenty-one years of age or older, driving under the influence (DUI) or DUI per se. Subject to exceptions.
 - Any felony in the commission of which a motor vehicle was used.
 - Failing to stop and render aid, as required by section 42-4-1601.
 - Perjury in the first or second degree or making of a false affidavit or statement under oath to the Department of Revenue under any law relating to the ownership or operation of a motor vehicle.
 - Reckless driving, if committed three times within two years.
 - Repeated offenses for DUI, DUI per se, or driving while ability impaired (DWAI).
 - Single offenses for DUI, DUI per se, DWAI, or underage drinking and driving (UDD), if the driver was under twenty-one years of age.
 - Violating any provision of title 42, C.R.S., without filing a notice of financial responsibility, if required to do so.
 - Knowingly and willfully leaving the scene of an accident involving a commercial motor vehicle driven by the person.
 - Violating section 44-3-901(1)(c) or (1)(d) (relating to minors obtaining or possessing alcohol) or 18-13-122(3) (underage possession or consumption of alcohol or marijuana), or any counterpart municipal charter or ordinance, and failing to complete an alcohol evaluation, education, or treatment program.
 - Violating section 44-3-901(1)(c) or (1)(d) or 18-13-122(3), or any counterpart municipal charter or ordinance, and having a previous conviction for such offenses.
 - Providing alcohol to a minor, regardless of whether a vehicle was involved. C.R.S. 42-2-127.6.
 - Aggravated motor vehicle theft or trespass in a car.
- A person having multiple convictions of certain statutorily listed offenses can be designated a habitual driving offender and have his or her driver’s license revoked. C.R.S. 42-2-202, 42-2-203.
- The Department of Revenue may suspend a driver’s license following:

- The accumulation of too many points associated with various vehicular offenses. C.R.S. 42-2-127.
- A conviction for injuring a vulnerable road user. C.R.S. 42-4-1402.5(3)(c).
- A determination that the holder operated a motor vehicle without proper insurance. C.R.S. 42-2-127.7.
- A license may be canceled, denied, or not reissued upon conviction of misuse of license, titles, permits, or license plates. C.R.S. 42-2-122(1)(c).
- Alcohol and drug specific provisions:
 - A law enforcement officer *shall* take possession of a driver's license upon probable cause to believe the holder is driving with excessive BAC or refusing to take a blood, breath, or saliva test. C.R.S. 42-2-126.
 - Upon conviction for DUI, DUI per se, or, for a person under twenty-one years of age, for DUI, DUI per se, DWAI, or UDD, the court *shall* require the offender to immediately surrender his or her license. C.R.S. 42-2-129.
 - Persons convicted of alcohol or controlled substance related offenses may be required to have a restricted license prior to obtaining any other driver's license. C.R.S. 42-2-132.5, 17-2-201(5.9).
 - An interlock restricted license shall be revoked upon conviction for operating a vehicle after circumventing an interlock device. C.R.S. 42-2-132.5(7), -132.5(10).

Elementary and Secondary School Attendance

- A student may be suspended or expelled from public school for committing any of the following offenses on school grounds, in a school vehicle, or at a school activity or sanctioned event:
 - Possession of a dangerous weapon without authorization.
 - Use, possession, or sale of a controlled substance.
 - An act that, if committed by an adult, would be robbery pursuant to part 3 of article 4 of title 18, C.R.S., or assault pursuant to part 2 of article 3 of title 18, C.R.S. An exception exists for third degree assault.
 - For more information, see section 22-33-106(1)(d).
 - Courts *shall* notify a person's school district, upon conviction or adjudication for one of the offenses above, that the person is subject to mandatory expulsion. C.R.S. 22-33-106.5(1).
- Other grounds for suspension or expulsion may apply. C.R.S. 22-12-105(3), 22-33-106(1).
- A student *shall* be expelled for not less than one year if determined to have brought a firearm to school or possessed a firearm at school, subject to modification by the superintendent. C.R.S. 22-33-106(1.5).
- A student who is expelled may be prohibited from enrolling in another school district for twelve months. C.R.S. 22-33-106(3)(c).
- If the expelled student is convicted, is adjudicated a juvenile delinquent, receives a deferred judgment, or is placed in a diversion program as a result of committing the offense for which he or she was expelled, he or she may be prohibited from

enrolling or reenrolling in the same school in which the victim of the offense or a member of the victim's immediate family is enrolled or employed. C.R.S. 22-33-106(4).

- A student who is expelled from or denied admission to school may seek review of the decision. C.R.S. 22-33-105(2)(c), 22-33-108.
- Several statutes allow for or require information sharing between school systems and criminal justice agencies. C.R.S. 19-1-302, 19-1-303, 22-32-109.1, 22-32-109.3. Additionally:
 - o Courts *shall* notify a person's school district upon conviction or adjudication for an offense that constitutes a crime of violence, an offense involving controlled substances, or (for individuals between the ages of twelve and eighteen) an offense that would constitute unlawful sexual behavior. C.R.S. 22-33-106.5(2).
 - o When a court sentences a defendant under the age of eighteen to probation, with a condition that the defendant attends school, the court *shall* notify the school district. C.R.S. 18-1.3-204(2.3).
 - o District attorneys must notify schools when numerous types of charges are filed in adult or juvenile court. C.R.S. 19-1-304.

University or College Attendance

Effective in May of 2020, section 23-5-106.5 will limit how Colorado institutions of higher education can ask about applicants' criminal and juvenile history. However many colleges, including the University of Colorado, ask applicants whether they have ever been adjudicated or convicted of some crimes. A record of juvenile adjudications, as well as a history of discipline in primary or secondary school, can decrease an individual's chance of being accepted into a college or university. Additionally:

- No person convicted of a riot offense *shall* be enrolled in a state-supported institution of higher learning for twelve months following the date of conviction. A student who is enrolled *shall* be suspended for twelve months. C.R.S. 23-5-124.

Voting

- The right to vote is lost while serving a sentence of detention or confinement in a correctional facility, jail, or other location for a felony conviction. C.R.S. 1-2-103(4).
- The Secretary of State may cancel voter registration upon being furnished information that an elector has been convicted of a felony. C.R.S. 1-2-302(3.5)(b), 1-2-606.
- The right to vote is restored immediately upon release. Colo. Const. art. 7, § 10. If a voter's registration has been cancelled due to conviction or confinement, however, it is necessary to re-register.
- Persons confined while awaiting trial retain the right to vote. C.R.S. 1-2-103(4).

- The ballot of any person violating the prohibition on unlawful qualification as a taxpaying elector shall be void. C.R.S. 1-13-202.

Election Participation

- An election judge or student election judge must never have been convicted of election fraud, any other election offense, or fraud. C.R.S. 1-6-101.
- An election judge *shall* be summarily removed if convicted of any felony. C.R.S. 31-10-406.
- An election judge may be removed if convicted of any crime. C.R.S. 1-6-120(2).
- County personnel shall request the criminal history records of all full-time, part-time, permanent, and contract employees who staff a counting center and have any access to certain voting equipment. The criminal history records of election judges may be requested. C.R.S. 24-72-305.6, 8 CCR 1505-1:6.
- Individuals with access to certain voting-related areas or equipment, or who are contracted to transport voting equipment, must pass a criminal background check and *shall* not have been convicted of an election offense or an offense with an element of fraud. 8 CCR 1505-1:20.

Property Forfeiture

- Any building, the ground upon which it sits, and all of its fixtures and contents, as well as any vehicle or other real property, can be deemed a public nuisance and forfeited to the state if used in the commission of various crimes. C.R.S. 16-13-301 to 16-13-316, 16-13-501 to 16-13-511.
- Firearms used during a criminal episode that gave rise to a conviction may be forfeited. C.R.S. 18-12-110.
- Any person who contracts with a person convicted of a crime in this state, for payment of any profits from the crime of which such person was convicted, *shall* pay to the state any money that would otherwise be paid to the convicted person. C.R.S. 24-4.1-201.

Genetic and STI Testing

- Every adult arrested for or charged with a felony offense *shall* submit to collection of a biological substance sample. C.R.S. 16-23-103(1). Biological samples may be expunged under limited circumstances. C.R.S. 16-23-105.
- Every person bound over for trial for a sex offense involving sexual penetration, or any person who is indicted for or is convicted of such an offense, *shall* be ordered to submit to a diagnostic test for sexually transmitted infection. C.R.S. 18-3-415.
- Every person sentenced for a felony conviction, as well as select other offenses, must submit to and pay for collection of a biological substance to determine their genetic markers. C.R.S. 16-11-102.4. An exception exists for some deferred judgments and sentences.

Jury Service

- A prospective grand juror *shall* be disqualified if he or she has previously been convicted of a felony in any state, the United States, or any territory under the jurisdiction of the United States. C.R.S. 13-71-105(3).
- Convicted persons are not disqualified from service on petit juries.

Witness Testimony

- Individuals testifying as a witness in a court proceeding may have their credibility called into question by prior conviction of, or in some cases juvenile adjudication for, a felony. C.R.S. 13-90-101, 19-2-802(2), Colorado Rule of Evidence 608.

Community Notification

- People convicted of sexual offenses may be subject to community notification requirements. See “Special Considerations for Sexual Offenses.”
- For persons imprisoned due to child abuse offenses, prior to release from a correctional facility by discharge or parole, the Department of Corrections *shall* notify the victim, the local law enforcement agency having jurisdiction over the last-known home address of the offender, the local law enforcement agency having jurisdiction over the offender’s parole address, and the Colorado Bureau of Investigation. C.R.S. 17-22.5-202(3).
- People convicted of tampering with or drugging livestock *shall* have their name and photograph made available for publication in newspapers of general circulation and trade journals. C.R.S. 18-9-207(4).

Gambling

- A person may be excluded from a licensed gaming establishment if their presence in the establishment is determined to pose a threat to the interests of the state or to licensed gaming, or both. In making that determination, the gaming commission may consider prior conviction of a felony, a misdemeanor involving moral turpitude, or a violation of the gaming laws of any state, the United States, or any of its possessions or territories, including Indian tribes. C.R.S. 44-30-827, 44-30-1001(2).
- Persons may be excluded from a licensed animal-racing facility if they have been convicted of a felony under the laws of this state or any other state or of the United States, subject to the provisions of section 24-5-101. C.R.S. 44-32-803.

Identification

- A state identification card may be canceled, denied, or not reissued upon conviction of misuse of an identification card. C.R.S. 42-2-302(3).

- Applicants for a retired peace officer identification card must submit to a criminal background check. C.R.S. 17-1-115.2(3), 23-5-142(3), 24-31-109(3), 24-33.5-112(3), 24-35-119(3), 30-10-524(3), 31-30-106(3).

Passports and Travel

- A person may have their passport revoked or denied if convicted of a federal or state felony drug offense or certain misdemeanor drug offenses, if the person used a passport or otherwise crossed an international border in committing the offense. 22 U.S.C. § 2714.
- Foreign governments can and often do restrict the entry of people convicted of certain crimes.

Hunting and Fishing

- The Colorado Wildlife Commission or a hearing officer can suspend the privilege of applying for, purchasing, or exercising the benefits of a license issued by the division for a period not to exceed five years if:
 - o A person has been convicted of a sufficient number of Colorado wildlife violations, or their out-of-state, federal, or Canadian equivalent, to acquire twenty or more “points” in a consecutive five-year period.
 - o A person has been convicted of any violation of title 18, C.R.S., that was committed while hunting, trapping, fishing, or engaging in a related activity or of any federal wildlife violations within Colorado and such federal convictions, individually or when combined with specified Colorado convictions, total twenty or more points.
 - o A person has been convicted of other statutorily listed wildlife offenses.
 - o For purposes of this statute, “conviction” means payment of a penalty assessment, a court conviction, a plea of nolo contendere, the acceptance of a deferred or suspended sentence by the court, or a juvenile adjudication.
 - o For more information, see section 33-6-106.
- Several types of wildlife offenses may result in both criminal penalties and immediate suspension of any or all wildlife license privileges. These include:
 - o Illegal possession of wildlife. C.R.S. 33-6-109.
 - o Illegal sale of wildlife. C.R.S. 33-6-113.
 - o Willful destruction of wildlife. C.R.S. 33-6-117.
 - o Computer-assisted remote hunting. C.R.S. 33-6-132.

Impact on Civil Actions

- Individuals and the estates of individuals convicted of a felony or adjudicated a delinquent as the result of an act generally shall not have a right to recover damages sustained during the commission of or during the immediate flight from the act. Subject to limited exceptions. C.R.S. 13-80-119.

- Individuals convicted of certain types of offenses are estopped from denying involvement if a civil suit is brought against them. C.R.S. 13-21-808 (injuries related to illegal drug use); 25.5-4-307(4) (false Medicaid claim actions).

National Guard Youth Challenge Corps Program

- Eligible youth must be free of felony convictions or capital offenses, not indicted or charged with a crime, and not on parole or probation for anything other than juvenile status offenses. C.R.S. 28-3-1703(1)(f).

Tax Refunds

- State tax refunds issued pursuant to the Taxpayer Bill of Rights in years when revenues exceed spending limits *shall not* be issued to:
 - o Any person who was convicted of a felony and served a sentence of incarceration for a total of one hundred eighty days or more during the fiscal year.
 - o Any person who is convicted of a misdemeanor or is adjudicated for an offense that would constitute a misdemeanor if committed by an adult and who is incarcerated for a total of one hundred eighty days or more during the fiscal year.
 - o Any person under eighteen years of age who is adjudicated for an offense that would constitute a felony if committed by an adult who is committed to the Department of Human Services for a total of one hundred eighty days or more during the fiscal year.
 - o For more information, see section 39-22-2003(1)(b).

Medical Marijuana Registration

- Registration necessary to obtain medical marijuana may be revoked for conviction of any criminal offense pertaining to controlled substances. 5 CCR 1006-2:2, - 2:12.

Volunteer Opportunities

- Volunteers at various organizations, especially those providing services to children, the elderly, or people with disabilities, may be required to undergo a criminal background check. C.R.S. 24-72-305.3; 8 CCR 1507-21.
- Organizations receiving funding from the Colorado Youth Mentoring Program must screen adult volunteers by conducting criminal background checks. C.R.S. 26-6.8-104(5).
- Court Appointed Special Advocate volunteers must include in their application a criminal history record and motor vehicle record. C.R.S. 19-1-205(3).

Pet Ownership

- Upon conviction for felony cruelty to animals, the court shall enter an order prohibiting the defendant from owning, possessing, or caring for a pet animal for three to five years, unless the defendant's treatment provider makes a recommendation not to impose the ban and the court agrees with the recommendation. C.R.S. 18-9-202(2)(a.5)(V.5).

9. Greater Penalties Upon Repeat Offenses

Many types of offenses place individuals in a position where it may be difficult to obtain pre-trial release for a subsequent charge, and a subsequent conviction may carry a substantially greater penalty.

Release on Bail

- A person's criminal history is a relevant consideration in setting both pretrial and post-adjudication bond. C.R.S. 16-4-103(5)(g), 16-4-202(1)(d).
- An arrested person may be ineligible for bail if a crime of violence is alleged to have occurred after two previous felony convictions, or after one previous felony conviction for a crime of violence, while on bail pending disposition of a previous crime of violence charge, or while on probation or parole resulting from conviction for a crime of violence. A person may also be ineligible for bail if accused of possession of a weapon by a previous offender, subsequent to conviction for various offenses. Colo. Const. art. II, § 19; C.R.S. 16-4-101(1).
- Unless the district attorney consents or other conditions are met, no person shall be released on personal recognizance if he or she has a record of conviction of a class 1 misdemeanor within two years or a felony within five years. C.R.S. 16-4-104(2)(b).
- Restrictions apply to people who have failed to appear on bond in any case involving a felony or class 1 misdemeanor charge in the preceding five years, or are currently on bond for a different case. C.R.S. 16-4-104.
- Additional bond conditions may be required when a defendant has been previously convicted of driving under the influence offenses. C.R.S. 16-4-105(5), -105(6).
- Post-conviction bail can be denied for a second or subsequent offense for stalking within seven years. C.R.S. 16-4-201.5(1)(i).

Probation Eligibility and Increased Sentences

- Prior offenses are a relevant consideration in what sentence is imposed and can, in a wide variety of contexts, lead to aggravated sentences. C.R.S. 18-1.3-101 to -1407.
- Probation following a felony conviction is not available to a person who has twice or more been convicted of a felony under the laws of this state, any other state, or the United States, if the current conviction or prior conviction is for any crime on a list defined by statute. C.R.S. 18-1.3-201(2.5). The list includes most crimes against a person, first degree arson, robbery, first or second degree burglary, theft from the person of another, and any felony offense against a child. Attempts and conspiracies to commit those crimes are also disqualifying.
- Restrictions on probation eligibility can be waived under some conditions. C.R.S. 18-1.3-201(4).

- Convictions for some offenses, committed while on bond for another offense, result in probation ineligibility. C.R.S. 18-8-212.
- Before being sentenced to probation, individuals who meet the statutory definition of a sex offender may be required to undergo a sex-offense specific evaluation. C.R.S. 16-11-102(1)(b), 16-11.7-104(1).

Habitual Criminal Laws

- If any person is convicted of a class 1 or 2 felony, or a level 1 drug felony, or a class 3 felony that is a crime of violence, and has been twice previously convicted—either in this state or elsewhere—of a class 1 or 2 felony, or a level 1 drug felony, or a class 3 felony that is a crime of violence, or a crime that would be such a felony if committed in Colorado, then that person shall be sentenced to the Department of Corrections for life. C.R.S. 18-1.3-801(1).
 - o An exception applies to some burglary convictions.
- If any person is convicted of a class 1, 2, 3, 4, or 5 felony or a level 1, 2, or 3 drug felony who, within ten years of the date of commission, has been twice previously convicted—either in this state or elsewhere—of a felony or a crime that if committed in Colorado would be a felony, then that person shall be sentenced to the Department of Corrections for a term of three times the maximum of the presumptive range for the class or level of felony for which the person was convicted. C.R.S. 18-1.3-801(1.5). If the offense of conviction is a level 1 drug felony, the person shall be sentenced to 48 years.
- If any person is convicted of any felony, who has three times previously been convicted—either in this state or elsewhere—of a felony or a crime that if committed in Colorado would be a felony, then that person shall be sentenced to the Department of Corrections for a term of four times the maximum of the presumptive range for the class or level of felony for which the person was convicted. C.R.S. 18-1.3-801(2). If the offense of conviction is a level 1 drug felony, the person shall be sentenced to 64 years.
 - o An exception applies to some felony convictions for unlawful possession of a controlled substance.
 - o Any person who is convicted and sentenced pursuant to section 18-1.3-801(2), who is thereafter convicted of a felony which is a crime of violence, shall be sentenced to life imprisonment. C.R.S. 18-1.3-801(2.5).
- Exceptions to the habitual criminal sentencing scheme apply for:
 - o Select drug law convictions. C.R.S. 18-1.3-801(3).
 - o Select escape convictions. C.R.S. 18-1.3-801(5).

Youthful Offender System Eligibility

- A young adult offender is not eligible for placement in the youthful offender system if he or she has received a sentence to that system for any prior conviction, and may not be eligible based upon his or her criminal history. C.R.S. 16-11-102(1.8), 18-1.3-407.5(2)(a)(III).

Common Criminal Offenses

A person convicted of any of the following may face a greater penalty if subsequently convicted of the same crime or a similar crime. The penalty for federal offenses committed after conviction of a state crime may also be substantially more severe. U.S. Sentencing Guidelines Manual ch. 4 (2018).

- Burglary. C.R.S. 18-1.3-804.
- Enticement of a child. C.R.S. 18-3-305(2).
- Sexual offenses against children. C.R.S. 18-3-412.
- Failure to register as a sex offender. C.R.S. 18-3-412.5(2).
- Stalking. C.R.S. 18-3-602(3).
- Theft of trade secrets. C.R.S. 18-4-408(3).
- Aggravated motor vehicle theft. C.R.S. 18-4-409(3).
- Theft from a store. C.R.S. 18-4-413(2).
- Defacing property. C.R.S. 18-4-509(2).
- Cybercrime. C.R.S. 18-5.5-102(3).
- Child abuse. C.R.S. 18-6-401(7)(e), 18-6-401.2.
- Sexual exploitation of a child. C.R.S. 18-6-403(5)(b).
- Violation of a protective order. C.R.S. 18-6-803.5(2).
- Public indecency. C.R.S. 18-7-301(2).
- Indecent exposure. C.R.S. 18-7-302(4).
- Cruelty to animals. C.R.S. 18-9-202.
- Wiretapping and eavesdropping devices. C.R.S. 18-9-302.
- Telecommunications crimes. C.R.S. 18-9-309(2.5).
- Possessing a dangerous or illegal weapon. C.R.S. 18-12-102(3).
- Additional firearms offenses. C.R.S. 18-12-107.
- Possession of a weapon by a previous offender. C.R.S. 18-12-108(5).
- Possession of a handgun by a juvenile. C.R.S. 18-12-108.5(1)(c).
- Possession or sale of a large-capacity magazine. C.R.S. 18-12-302(1).
- Underage possession or consumption of alcohol or marijuana. C.R.S. 18-13-122(4), 44-3-904(4).
- Misrepresentation of age to obtain alcohol. C.R.S. 44-3-904(4).

Controlled Substance Offenses

- Elevated sentencing provisions may or shall apply to individuals convicted of drug offenses that occurred while the individual was charged with or under supervision for another felony. These provisions can apply to delinquent acts that would be a felony if committed by an adult. C.R.S. 18-1.3-401.5(10), -401.5(11).
- Prior possession of a controlled substance offenses can elevate a fourth or subsequent offense from a level 1 drug misdemeanor to a level 4 drug felony, effective March 1, 2020. C.R.S. 18-18-403.5(2)(c).
- Elevated sentencing provisions apply to third or subsequent offenses for some level 1 and 2 drug misdemeanors, effective March 1, 2020. C.R.S. 18-1.3-501(1)(d.5).

- Individuals cannot receive a fine-only punishment for a drug felony if they have been twice previously convicted of a felony under the laws of any state or the United States. C.R.S. 18-1.3-401.5(2)(b)(V).
- A sentence for a drug felony cannot be suspended if the individual is ineligible for probation under section 18-1.3-201, except under limited circumstances. C.R.S. 18-1.3-401.5(12).
- Certain drug felony offenses can be converted to a misdemeanor conviction upon successful completion of the sentence. Individuals are not eligible for this relief if they have a prior conviction for a crime of violence, are ineligible for probation under section 18-1.3-201, or have two or more prior felony convictions for a drug offense (including any diversion, deferred prosecution, or deferred judgment and sentence). C.R.S. 18-1.3-103.5(4).
- Increased punishment upon subsequent convictions also applies to:
 - o Unlawful administration of gamma hydroxybutyrate (GHB) or ketamine. C.R.S. 18-13-123(5).
 - o Growing too many marijuana plants. C.R.S. 18-18-406(3)(a)(IV).
- The penalty for federal offenses committed after conviction of a state crime may also be substantially more severe. U.S. Sentencing Guidelines Manual ch. 4 (2018).

Prostitution Offenses

- Individuals charged with soliciting for prostitution or patronizing a prostitute are ineligible for prostitution offender programs if they have prior convictions or any charges pending for any felony, if they have been convicted of a list of state offenses, or if they have been convicted of an offense in another state that would constitute those offenses in Colorado. C.R.S. 13-10-126(2).
- The penalty for federal offenses committed after conviction of a state crime may also be substantially more severe. U.S. Sentencing Guidelines Manual ch. 4 (2018).

Driving, Boating, and Flying Offenses

A person who has accumulated multiple convictions for various driving-related offenses may be designated a habitual offender of motor vehicle laws, and subject to mandatory revocation of his or her driver's license and greater penalties for further offenses. C.R.S. 42-2-202, 42-2-203, 42-2-206. For purposes of habitual offender designation, qualifying offenses include convictions under any federal law, any law of another state, or any ordinance of a municipality that substantially conforms to the statutory provisions of this state regulating the operation of motor vehicles. C.R.S. 42-2-202(2)(b).

A person convicted of any of the following may face a greater penalty if subsequently convicted of the same crime or a similar crime. The penalty for federal offenses committed after conviction of a state crime may also be substantially more severe. U.S. Sentencing Guidelines Manual ch. 4 (2018).

- Driving without a license. C.R.S. 42-2-101(11).
- Driving under the influence, while ability impaired, or with excessive alcohol content. C.R.S. 42-2-125(1), 42-2-126(3), 42-2-126(4), 42-4-1301, 42-4-1307.
- Driving under restraint. C.R.S. 42-2-138.
- Offenses related to proof of financial responsibility. C.R.S. 42-7-301.5.
- Deviation from authorized route while transporting hazardous materials. C.R.S. 42-20-305(2).
- Overweight or oversize vehicle offenses. C.R.S. 42-4-510(12).
- Speed contest offenses. C.R.S. 42-4-1105(5).
- School bus related offenses. C.R.S. 42-4-1903(6).
- Operating a vessel while under the influence. C.R.S. 33-13-108.1(12).
- Operating an aquatic vessel while the privilege to operate is suspended. C.R.S. 33-13-108.2.
- Operating an aircraft under the influence of alcohol or drugs. C.R.S. 41-2-102(7).

Gambling Related Offenses

- A conviction for various gambling offenses, if within five years of a separate misdemeanor gambling offense or anytime after a separate felony gambling offense, results in designation as a “repeating gambling offender.” C.R.S. 18-10-102(9), 18-20-102.
- A “repeating gambling offender” is subject to greater punishment if he or she commits offenses including:
 - o Professional gambling. C.R.S. 18-10-103.
 - o Possession of a gambling device or record. C.R.S. 18-10-105.
 - o Transmitting or receiving gambling information. C.R.S. 18-10-106.
 - o Maintaining gambling premises. C.R.S. 18-10-107.
 - o Cheating. C.R.S. 18-20-106, 44-30-821.
 - o Fraudulent acts. C.R.S. 18-20-107, 44-30-822.
 - o Use of a device for calculating probabilities. C.R.S. 18-20-108, 44-30-823.
 - o Use of counterfeit or unapproved chips or tokens, or unlawful coins or devices. C.R.S. 18-20-109, 44-30-824.
 - o Cheating game and devices. C.R.S. 18-20-110, 44-30-825.
 - o Unlawful manufacture, sale, distribution, marking, altering, or modification of equipment and devices associated with limited gaming. C.R.S. 18-20-111, 44-30-826.
- The penalty for federal offenses committed after conviction of a state crime may also be substantially more severe. U.S. Sentencing Guidelines Manual ch. 4 (2018).

Environmental Offenses

A person convicted of any of the following may face a greater penalty if subsequently convicted of the same crime or a similar crime. The penalty for federal

offenses committed after conviction of a state crime may also be substantially more severe. U.S. Sentencing Guidelines Manual ch. 4 (2018).

- Unlawful packaging and sale of motor oil. C.R.S. 8-20-213(3).
- Air quality related criminal offenses. C.R.S. 25-7-122.1.
- Hazardous waste related offenses. C.R.S. 25-15-310.
- Infectious waste related offenses. C.R.S. 25-15-406.
- Vehicular air pollution violations. C.R.S. 42-4-412(4).
- Causing water to overflow highways. C.R.S. 43-5-303.

Animal, Wildlife, and Livestock Related Offenses

A person convicted of any of the following may face a greater penalty if subsequently convicted of the same crime or a similar crime. The penalty for federal offenses committed after conviction of a state crime may also be substantially more severe. U.S. Sentencing Guidelines Manual ch. 4 (2018).

- Cruelty to animals. C.R.S. 18-9-202(2).
- Animal fighting. C.R.S. 18-9-204(2).
- Unlawful ownership of a dangerous dog. C.R.S. 18-9-204.5(3).
- Knowingly luring bears. C.R.S. 33-6-131.
- Computer-assisted remote hunting. C.R.S. 33-6-132.
- Possession or release of aquatic nuisance species. C.R.S. 33-10.5-105.
- Violation of the Colorado Bee Act. C.R.S. 35-25-111.
- Violation of the Livestock Health Act. C.R.S. 35-50-119(2).
- Violation of the laws pertaining to the transportation of livestock or failure to properly inspect livestock. C.R.S. 35-53-112(1).
- Violation of laws pertaining to public livestock markets. C.R.S. 35-55-117.
- Violation of laws pertaining to commercial feeding stuffs. C.R.S. 35-60-112(1).

Unauthorized Practice Offenses

Most of the statutes creating crimes related to the unauthorized practice of a profession include provisions for an increased penalty upon repeat offenses. The penalty for federal offenses committed after conviction of a state crime may also be substantially more severe. U.S. Sentencing Guidelines Manual ch. 4 (2018).

Offenses Related to Professions

A person convicted of any of the following may face a greater penalty if subsequently convicted of the same crime or a similar crime. The penalty for federal offenses committed after conviction of a state crime may also be substantially more severe. U.S. Sentencing Guidelines Manual ch. 4 (2018).

- Promoting a pyramid promotional scheme. C.R.S. 6-1-114.
- Hearing aid related practices. C.R.S. 6-1-114, 6-1-701.

- Motor vehicle selling or dealing offenses. C.R.S. 44-20-123(1)(b), 44-20-128.
- Powersport vehicle selling or dealing offenses. C.R.S. 44-20-422(1)(b).
- Pawnbroker offenses. C.R.S. 29-11.9-104(4).
- Real estate appraisal offenses. C.R.S. 6-1-114, 6-1-717, 12-10-616(2), 12-10-617(3).
- Violations of law pertaining to nongovernmental facilities for treating or housing offenders. C.R.S. 17-27.1-101(9).
- Improper sale of secondhand property. C.R.S. 18-13-114(6).
- Athlete agent offenses. C.R.S. 23-16-214.
- Fire suppression contractor offenses. C.R.S. 24-33.5-1206.5.
- Failure to properly value a mobile home. C.R.S. 39-5-203(3)(b).
- Failure to report a stolen vehicle for motor vehicle recycling. C.R.S. 42-4-2204(3).
- Failure to comply with disclosure requirements upon transfer of a salvage vehicle. C.R.S. 42-6-206(4).

Offenses by Juveniles

The intricacies of Colorado’s Children’s Code are outside the scope of this publication. A prior conviction or adjudication can, however, have a profound effect on issues including whether a case is handled in juvenile or adult court, bail eligibility, and what sentence will ultimately be imposed. For a more information, see *The Consequences of Adjudication, Sanctions Beyond the Sentence for Juveniles Under Colorado Law*, available on the Colorado State Public Defender’s website.¹⁶

¹⁶ <http://www.coloradodefenders.us/>.

10. Special Considerations for Sexual Offenses

People convicted of sex offenses face a wide array of consequences beyond time in prison. This chapter is intended to highlight those consequences and provide references to the applicable portions of this publication. In addition to the consequences listed below, all of the consequences applicable to *any* conviction will typically also apply to sexual offenses.

Because sexual offense related consequences change frequently and are often imposed by local governments, they cannot be fully documented in this publication. The following considerations are, however, likely to apply.

Residency and Zoning Restrictions

- Colorado does not have a statewide law concerning where people required to register for a sex offense can live. Many municipalities and counties within Colorado—as well as many other states—do have such laws.
- Residency restrictions range from limitations on proximity to facilities such as schools, parks, and daycares, to effective banishment from a city or town. Some policies apply only to people convicted in adult court who have been labeled a “Sexually Violent Predator.” Others specifically include or exclude juveniles, or apply more broadly to all registrants. Zoning restrictions in some areas limit the number of unrelated registrants living together. Additionally, some loitering ordinances target individuals who have been convicted of sexual crimes. Violation of such policies can result in civil or criminal penalties.
- Incarcerated sex offenders, and those on parole, may be subject to additional conditions. Department of Corrections AR 250-48, AR 700-19.

Registration Requirements

- Colorado’s registration laws are complex and frequently changing. C.R.S. 16-22-101 to 16-22-115. Registration requirements may be triggered either by conviction of a sexual offense or conviction of a nonsexual offense where the convicted person also admits the crime had an underlying factual basis involving unlawful sexual behavior. C.R.S. 16-22-103.
- A conviction for many sex offenses will result in the individual’s name, photograph, address, physical description, and a description of the offense committed being posted on the public Internet site of the Colorado Bureau of Investigation. C.R.S. 16-22-111.
- Even when Internet posting is not statutorily required, local law enforcement agencies may choose to post information regarding many registered sex offenders. C.R.S. 16-22-112.
- Any member of the public may request a list of all juveniles and adults on the sex offender registry. C.R.S. 16-22-110(6).

- Some individuals required to register as a sex offender after being found guilty of a single count of a sex offense crime may become eligible to petition to discontinue registration. A subsequent conviction or adjudication for unlawful sexual behavior *shall* render a person ineligible to petition to discontinue registration. C.R.S. 16-22-113(3)(c).
- Being labeled a “Sexually Violent Predator” triggers specific rules regarding public community notification meetings when the person moves, Internet posting of registration information, and quarterly registration for life. C.R.S. 16-13-901 to 16-13-906, 16-22-111. This label does not require civil commitment in Colorado, but the same term is used to describe civil commitment requirements in many other states.
- Registration generally requires payment of fees and personal appearances at local law enforcement agencies. The person registering may be required to provide and keep current with local law enforcement his or her addresses for home, work, and school, as well as information concerning his or her vehicles, e-mail addresses, etc.

Travel Between States and Internationally

- Registration laws and opportunities to terminate registration obligations vary greatly among states. A person who has been successfully removed from one state’s registry cannot assume he or she will not be required to register in another state. A person whose registration obligations in another state have already been terminated *shall* be required to register in Colorado until he or she obtains a court order in Colorado absolving him or her from registration in Colorado. C.R.S. 16-22-103(3).
- Some states restrict a wide array of activities by registrants, such as taking photographs of or living with minor children (including their own), participating in trick-or-treating, or entering public libraries or schools. These restrictions may apply regardless of where the person was convicted.
- Due to the diversity of registration obligations, anyone traveling outside of Colorado, even for a short time, should carefully investigate his or her obligations since a registrant may be required to notify Colorado law enforcement officials if he or she leaves the state and full registration may be required in other jurisdictions depending on the length of the trip and rules of that jurisdiction.
- Other nations can and do prohibit the admission of individuals convicted of a wide range of offenses. Individuals convicted of sex offenses against minors, as defined in federal law, must hold a passport with a sex offender designation. 22 U.S.C. 212b.

Social Stigma

- Even when a person’s registration status does not require public posting on the Colorado Bureau of Investigation’s website, many private entities or local law enforcement agencies may make available information concerning adult and juvenile registrants.

- Those convicted of sexual offenses may not be permitted on social networking sites such as Facebook or match.com, even after completing their sentence.
- Nationally there have been numerous incidences of vigilantism against those believed to have committed a sexual crime.

Why Criminal Records Matter

Sexual offenses are excluded from several record sealing and expunging provisions, mechanisms for relieving collateral consequences, and diversion opportunities. See the sections on:

- Limited Sealing of Criminal Records.
- Limited Expunging Opportunities.
- Relief from Collateral Consequences.

Employment

Many of the professions listed in Appendix I are regulated by statutes or rules that specifically reference sexual offenses. For additional information review the applicable profession.

Public Benefits Programs

Eligibility for several types of public assistance can be impacted if either an individual or a member of the individual's household has been convicted of a sexual offense. See the sections on:

- Public Housing.
- Food Stamps.
- Federal Student Loan Eligibility.
- Social Security.

Family Concerns

An individual's ability to participate in his or her family affairs may be impacted by a conviction for or allegation of a sexual offense. See the sections on:

- Parenting Time and Decision Making Following Divorce or Separation.
- Custody of Children and the Parent-Child Relationship.
- Emergency and Kinship Placement of Children.
- Adoption and Foster Care.

Other Civil Rights and Privileges

Students should be aware that school notification requirements apply to convictions or adjudications for unlawful sexual behavior. See Elementary and Secondary School Attendance.

Greater Penalties Upon Repeat Offenses

A sexual offense, committed either before or after another offense, can result in greater punishment for the offender. Additionally, individuals who have committed a sexual offense, if later convicted in another case, may be subject to a new psychosexual evaluation at their expense. C.R.S. 16-11-102(1)(b), 16-11.7-104(1). People sentenced to prison for a nonsexual offense, who have previously been convicted or adjudicated for a sexual offense, may be required to participate in sex offense treatment, limited in their ability to visit or communicate with children (including their own), and/or required to register as a sex offender while in prison or on parole. Department of Corrections AR 250-48, AR 700-19. See the sections on:

- Probation Eligibility.
- Common Criminal Offenses.

11. Special Considerations for Controlled Substance Offenses

Conviction for a controlled substance related offense can result in consequences not typically associated with other crimes. This chapter is intended to highlight those consequences and provide references to the applicable portions of this publication. In addition to the consequences listed below, all of the consequences applicable to *any* conviction will typically also apply to a controlled substance related offense.

What would otherwise be a felony conviction for some types of controlled substance offenses can be converted to a misdemeanor upon successful completion of a community-based sentence. C.R.S. 18-1.3-103.5. This mechanism was designed to reduce the significant negative consequences associated with a felony conviction. Several exclusions apply based upon prior criminal history. C.R.S. 18-1.3-103.5(4). People charged with a crime should recognize, however, that many of the consequences listed in this publication also apply to misdemeanors.

For information on consequences specific to controlled substance related offenses, review the following chapters and sections of this publication.

Employment

Many of the professions listed in Appendix I are regulated by statutes or rules that specifically reference controlled substance or drug related offenses. For additional information review the applicable profession.

Public Benefits Programs

Eligibility for several types of public assistance can be impacted if either an individual or a member of the individual's household has been convicted, or even accused, of a controlled substance offense. See the sections on:

- Public Housing.
- Food Stamps.
- Federal Student Loan Eligibility.
- Colorado Works Program / TANF.
- Veterans Benefits.

Family Concerns

A controlled substance conviction can impact an individual's ability to care for children. See the sections on:

- Emergency and Kinship Placement of Children.

- Adoption and Foster Care.

Firearms

It is unlawful for any person to possess a firearm who is a user of, or addicted to, a controlled substance. See Restrictions Under Federal Law.

Citizenship and Immigration

Subject to limited exceptions, a drug conviction or drug abuse can result in mandatory detention, inadmissibility, deportability, or other immigration consequences.

Other Civil Rights and Privileges

A controlled substance conviction can adversely impact numerous civil rights and privileges. See the sections on:

- Driving.
- Elementary and Secondary School Attendance.
- Passports and Travel.
- Impact on Civil Actions
- Medical Marijuana Registration.

Greater Penalties Upon Repeat Offenses

Commission of a subsequent controlled substance offense may be punished substantially more severely. See the sections on:

- Controlled Substance Offenses.
- Driving, Boating, and Flying Offenses.

Additional Federal Consequences

Federal law imposes additional consequences directly tied to controlled substance convictions. For additional information, see Appendix 1 of *Internal Exile: Collateral Consequences of Conviction in Federal Laws and Regulations*,¹⁷ and the *National Inventory of Collateral Consequences of Conviction*.¹⁸

¹⁷ Available: <https://www.americanbar.org/content/dam/aba/migrated/cecs/internalexile.authcheckdam.pdf>.

¹⁸ Available: <https://niccc.csgjusticecenter.org/>.

12. Special Considerations for Domestic Violence Offenses

Conviction for a domestic violence offense can result in consequences not typically associated with other crimes. This chapter is intended to highlight those consequences and provide references to the applicable portions of this publication. In addition to the consequences listed below, all of the consequences applicable to *any* conviction will typically also apply to a domestic violence related offense.

For information on consequences specific to domestic violence related offenses, review the following chapters and sections of this publication.

Why Criminal Records Matter

Sealing records of a conviction involving domestic violence may be more difficult than other offenses or, in some circumstances, impossible. See Limited Sealing of Criminal Records.

Employment

Many of the professions listed in Appendix I are regulated by statutes or rules that specifically reference domestic violence related offenses. Restrictions apply in virtually all professions involving work with children and military service. For additional information review the applicable profession.

Family Concerns

An individual's ability to participate in his or her family affairs may be impacted by a conviction for or allegation of a domestic violence offense. See the sections on:

- Parenting Time and Decision Making Following Divorce or Separation.
- Emergency and Kinship Placement of Children.
- Adoption and Foster Care.

Firearms

The ability to possess a firearm can be impacted by either a felony or misdemeanor domestic violence conviction. See the sections on:

- Restrictions Under Colorado Law.
- Restrictions Under Federal Law.

Citizenship and Immigration

Conviction of a crime of domestic violence is a ground for deportability. See Deportability.

Greater Penalties Upon Repeat Offenses

- Individuals with three previous domestic violence convictions may be convicted of a felony for what would otherwise be a misdemeanor domestic violence offense. C.R.S. 18-6-801(7).
- The state employs enhanced designation and tracking procedures for individuals with convictions involving domestic violence. C.R.S. 18-6-801.

Appendix I: Individual Professions

The statutes regulating the following professions indicate that a criminal charge or conviction may result in adverse employment consequences such as the loss of a necessary license or inability to enter a field.

Accountant, Certified Public

- The board may take disciplinary or other action against a person for conviction of a felony or of a crime, an element of which is dishonesty or fraud, under the laws of the United States or any state. Includes pleas of guilty or nolo contendere. C.R.S. 12-100-120(1)(e).
- In considering the conviction of crimes, the board shall be governed by section 24-5-101. C.R.S. 12-100-120(2).
- For additional information, see 3 CCR 705-1.

Acupuncturist

- Licensure may be denied or disciplinary action taken against an acupuncturist who has been convicted of any felony or entered a plea of guilty or nolo contendere to a felony. C.R.S. 12-200-109(1)(n). Self-reporting provisions apply. 4 CCR 738-1:7.
- Licensure may be denied or disciplinary action taken against an acupuncturist who has committed or advertised that he or she will commit any act constituting abuse of health insurance as prohibited by section 18-13-119, or a fraudulent insurance act as defined in section 10-1-128. C.R.S. 12-200-109(1)(d).
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Addiction Counselor or Treatment Provider

- For Addiction Counselor, see Mental Health Professional.
- A controlled substance license may be denied, suspended, or revoked if the licensee is convicted of, or pleads guilty or nolo contendere to, a felony under state or federal law relating to a controlled substance offense. 2 CCR 502-1:21.300.2.

Adult Day Services

- All employees of adult day centers are subject to criminal history record checks. 10 CCR 2505-10:8.491.

Air Transportation, Airports, and Pilots

- Federal law requires a criminal history check for all persons employed as a security screener or in a position in which he or she has unescorted access to the aircraft of an air carrier or secured areas of an airport. 49 U.S.C. § 44936.
- A long list of offenses, if convicted within the last ten years, will bar employment in these positions. 49 U.S.C. § 44936(b).

Alcohol Sales

- Alcoholic beverage licensees must be of good moral character. C.R.S. 44-3-307(1)(a).
- In making a determination as to moral character, or when considering criminal convictions, licensing authorities shall be governed by the provisions of section 24-5-101. C.R.S. 44-3-307(1)(b).
- The licensing authority may refuse to accept as a registered manager for a hotel or restaurant licensee any person who is not satisfactory as to character, record, and reputation. C.R.S. 44-3-413(12).
- The licensing authority may refuse to accept as a registered manager for a tavern licensee any person who is not satisfactory as to character, record, and reputation. C.R.S. 44-3-414(7).
- Individuals seeking a liquor-licensed drugstore manager's permit must demonstrate that they have not been convicted of a crime involving the sale or distribution of alcohol within eight years, or a felony within five years. The latter requirement is subject to section 24-5-101. C.R.S. 44-3-427(2).
- The licensing authority may refuse to accept as a registered manager for a lodging and entertainment licensee any person who is not satisfactory as to character, record, and reputation. C.R.S. 44-3-428(4).
- The licensing authority may perform a fingerprint-based criminal records check at the time of application for a license. C.R.S. 44-3-304(2), 44-3-307(3).
- Wholesaler rights may be affected. C.R.S. 44-3-408(2).
- For additional information, see 1 CCR 203-2:47-310.

Alternative Health Care Services

- A person who has been convicted of a felony against a person or a felony related to health care and who has not satisfied the terms of the sentence *shall* not provide complimentary and alternative health care services. Includes entering a plea of guilty or nolo contendere or the imposition of a deferred sentence. C.R.S. 6-1-724(8).

AmeriCorps

- AmeriCorps participants must complete a criminal history check. 45 C.F.R. 2522.200(a). Although different programs apply different acceptance criteria, individuals are categorically ineligible if they are required to register as a sex offender or have been convicted of murder. 45 C.F.R. 2540.202.

Archaeologist and Paleontologist

- A permit may be denied if the applicant has a record of violating laws applicable to archaeological or paleontological resources protection. 8 CCR 1504-7:6.

Architect

- The board may take disciplinary or other action against the license of one who has been convicted of a felony concerning the practice of architecture. Includes pleas of guilty and nolo contendere. C.R.S. 12-120-406(1)(c). Self-reporting provisions apply. 4 CCR 730-1:3.1.
- Shall be governed by section 24-5-101. C.R.S. 12-120-406(1)(c), 12-120-409(2).

Asbestos Control

- Certificates necessary to practice various air quality and asbestos related professions can be revoked, suspended, or not renewed upon conviction, acceptance of a guilty plea, or a nolo contendere to a felony related to the ability to engage in activities regulated by part 5 of article 7 of title 25. Self-reporting provisions apply. C.R.S. 25-7-508(2)(a).

Assisted Living Facility

- A license to operate an assisted living residence *shall* be revoked or refused to renew if the owner, applicant, or licensee has been convicted of a felony or a misdemeanor, which felony or misdemeanor involves moral turpitude or conduct that could pose a risk to the health, safety, or welfare of the residents of the assisted living residence. Background check provisions apply. C.R.S. 25-27-105(2.8), 25-27-106(3).
- Any person responsible for the care and welfare of residents shall be subject to a criminal history check. C.R.S. 25-27-104(2).
- For additional information, see 6 CCR 1011-1:7-3, -1:7-7.

Athletic Trainer

- The director may take disciplinary or other action upon reasonable grounds that the licensee has been convicted of or pled guilty or nolo contendere to a felony or

any crime defined in title 18. Self-reporting provisions apply. C.R.S. 12-205-111(2)(f), 3 CCR 735-1:1.7.

- Shall be governed by section 24-5-101.
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Attorney

- Applicants for admission to the bar must prove they have the character and fitness necessary to practice law. Fingerprints may be required for all applicants. A basis for denial may exist where the applicant’s record reveals a history of deceptiveness, criminality, fraud, negligence, irrational behavior, drug or alcohol dependence or abuse, emotional or mental instability, financial irresponsibility or violence. C.R.C.P. 208.1, 208.2.
- Any attorney can be disbarred, suspended, censured, or admonished for any criminal act that reflects adversely on the lawyer’s honesty, trustworthiness, or fitness as a lawyer. Conviction is not a prerequisite to disciplinary action, and acquittal does not necessarily bar such action. C.R.C.P. 251.5(b), 251.6, 251.8.
- Attorneys are required to report within fourteen days any conviction other than misdemeanor traffic offenses or traffic ordinance violations, not including the use of alcohol or drugs. C.R.C.P. 251.20(b).
- Any attorney can be immediately suspended for conviction of any felony, or a lesser crime a necessary element of which involves interference with the administration of justice, false swearing, misrepresentation, fraud, willful extortion, misappropriation, theft, or an attempt or conspiracy to commit such crime, or solicitation of another to commit such crime. C.R.C.P. 251.20, C.R.S. 18-1.3-401(3).
- It is professional misconduct for an attorney to “commit a criminal act that reflects adversely on the lawyer’s honesty, trustworthiness or fitness as a lawyer” or to engage in “conduct involving dishonesty, fraud, deceit or misrepresentation.” Colo. RPC 8.4.
- Some record sealing provisions apply with less force to bar applicants. C.R.S. 24-72-703(2)(d).

Audiologist

- The director may take disciplinary or other action against a licensee for being convicted of, pleading guilty or nolo contendere to, or receiving a deferred sentence for, a felony or a crime involving fraud, deception, false pretense, theft,

- misrepresentation, false advertising, or dishonest dealing. Self-reporting provisions apply. C.R.S. 12-210-108(2)(u), 3 CCR 711-2:8.
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Automobile Sellers, Dealers, and Manufacturers

- Most motor vehicle related licenses may be denied, suspended, or revoked on grounds that the licensee or applicant was convicted of or pled nolo contendere to any felony, or any crime pursuant to article 3 (offenses against the person), article 4 (offenses against property), or article 5 (offenses involving fraud) of title 18, C.R.S., or any similar crime under federal law or the law of any other state, or for having willfully violated state or federal law respecting commerce or motor vehicles. C.R.S. 44-20-121.
- Any license issued pursuant to part 1, article 20, title 44, C.R.S., *shall* be revoked or denied if the licensee or applicant has been convicted of or pleaded no contest to any of the following offenses in this state or any other jurisdiction during the previous ten years:
 - o A felony under articles 3, 4, or 5 of title 18, C.R.S., or any similar crime.
 - o A crime involving odometer fraud, salvage fraud, motor vehicle title fraud, or the defrauding of a retail consumer in a motor vehicle sale or lease transaction.
 - o For more information, see section 44-20-121(8).
- The franchise of a motor vehicle dealer may be cancelled for conviction of, or a plea of guilty or nolo contendere to, a felony. C.R.S. 44-20-124(1)(d)(III).
- A license issued pursuant to part 1, article 20, of title 44, C.R.S., can be revoked or suspended for violation of the Sunday closing law. C.R.S. 44-20-303.
- Background check provisions apply. For additional information, see 1 CCR 205-1:44-20-108(1)(c), -121(3)(c), -121(6)(h), -121(7).

Bail Bonding Agent and Bail Recovery

- Cash-bail agent registrants must disclose whether during the last ten years they have been convicted of a felony, entered a plea of guilty to a felony, accepted a plea of nolo contendere to a felony, or violated certain laws related to bail. C.R.S. 10-23-103(1)(a). Background check provisions apply.
- The division may deny, suspend, revoke, or refuse to renew a registration, or issue a cease-and-desist order, if the registrant has been convicted of a felony or pled guilty or nolo contendere to a felony within the last ten years, regardless of

whether the conviction or plea resulted from conduct related to the bail bond business, or violated section 18-13-130. C.R.S. 10-23-106(1).

- People engaged in the business of writing bail bonds, who are regulated by the division of insurance, may have their license suspended, revoked, or refused to issue, continue, or renew, or be placed on probation, if they are convicted of a felony or a misdemeanor involving moral turpitude. C.R.S. 10-1-102(3.5), 10-2-801(1)(g).

Bank, Credit Union, Trust Company, and Lender Employees

- Except with the consent of the corporation, federal law prohibits any person who has been convicted of any criminal offense involving dishonesty, a breach of trust, or money laundering, or who has agreed to enter into a pretrial diversion or similar program in connection with a prosecution for such offense, from owning, controlling, or participating directly or indirectly in a federally insured bank. 12 U.S.C. § 1829(a)(1). Exceptions may apply.
- It is a criminal offense for any person to serve as an officer or director of a state bank, or serve as a commissioner, deputy commissioner, or employee of the division, who has been convicted of an unpardoned offense constituting, in the jurisdiction in which the conviction was had, a violation of the banking laws, a felony involving moral turpitude, or a breach of trust. C.R.S. 11-107-103.
- The banking board may take possession of a state bank if it finds that control of the bank has been assumed by any person or persons convicted of fraud or a felony in this state or any other jurisdiction, unless the board determines the person has been duly rehabilitated or that the bank will be honestly and efficiently managed. C.R.S. 11-103-802.
- The banking board may take possession of a trust company if it finds that control of the trust company has been assumed by any person or persons convicted of fraud or a felony involving moral turpitude or financial dealings in this state or any other jurisdiction, unless the board determines the person has been duly rehabilitated or that the trust company will be honestly and efficiently managed. C.R.S. 11-109-702.
- No person may serve as a director, or be employed as an officer, of a state bank who has been convicted of fraud involving any financial institution or of a felony, subject to waiver. C.R.S. 11-103-501(1), -501(6). Any person who becomes a director, executive director, or person responsible for management, control, or operations of a state bank shall self-report certain criminal offenses and may be subject to removal. C.R.S. 11-102-303(8), 11-102-505(1).
- Any person who becomes a director, executive director, or person responsible for management, control, or operations of a trust company shall self-report certain criminal offenses. C.R.S. 11-109-402(5).
- Any employee, officer, or director of a credit union may be suspended or removed if he or she has entered a guilty plea or nolo contendere to or been convicted of a crime involving theft or fraud that is classified as a felony. C.R.S. 11-30-106(8)(a)(II). Credit union incorporators and organizers are subject to criminal history checks. C.R.S. 11-30-101(3)(b).

- The commissioner of the financial services board may suspend or remove any director, officer, or employee of an association who, under the laws of this state, the United States, or any other state or territory, has entered a plea of guilty or nolo contendere to or been convicted of a crime involving theft or fraud that is classified as a felony. C.R.S. 11-44-106.5.
- A supervised lender license may be denied, or disciplinary action may be taken, if the applicant, licensee, or its owners, partners, members, officers, or directors have been convicted of or entered a plea of guilty or nolo contendere to a crime specified in part 4 of article 4 of title 18, C.R.S., or in parts 1, 2, 3, 5, or 7 of article 5 of title 18, C.R.S., to a crime involving fraud or deceit, or to any similar crime under the jurisdiction of any federal court or the court of another state. C.R.S. 5-2-303(1)(h).
- A like-kind exchange facilitator engages in deceptive trade practices if convicted of, or, in the case of an entity, one or more of its owners, officers, directors, or employees who has access to exchange funds is convicted of, any crime involving fraud, misrepresentation, deceit, embezzlement, misappropriation of funds, robbery, other theft of property, a felony, or any crime defined in title 18, C.R.S., that relates to the person's employment as an exchange facilitator. C.R.S. 6-1-721(3)(d).
- Marijuana financial services cooperative incorporators and organizers are subject to criminal history checks. C.R.S. 11-33-104(3)(b). The commissioner may suspend or remove a director, officer, or employee of a co-op who has entered a plea of guilty or nolo contendere to or been convicted of a crime involving theft or fraud that is classified as a felony. C.R.S. 11-33-109(8)(a)(II).
- Applicable regulations include additional restrictions. 3 CCR 701.

Barber

- The director may take disciplinary or other action upon proof that the licensee has been convicted of or has entered a plea of nolo contendere to a felony, or has failed to disclose within 45 days conviction for a felony or any crime related to practice as a barber, cosmetologist, esthetician, hairstylist, or nail technician. In considering the crime, the director shall be governed by section 24-5-101. C.R.S. 12-105-125(1)(a), 12-105-125(1)(k).

Behavioral Health Entities

- Applications for licensure are subject to criminal history record checks. C.R.S. 25-27.6-106(3). As are all prospective employees. C.R.S. 25-27.6-109.
- The department shall not issue a license if the owner or manager has been convicted of a felony or a misdemeanor that involves conduct that could pose a risk to the health, safety, or welfare of the entity's customers. C.R.S. 25-27.6-106(4).

Bingo Games

- A person *shall not* be eligible for certification as a games manager in the conduct of any game of chance pursuant to part 6 of article 21 of title 24, C.R.S., if he or she has been convicted of any felony or any misdemeanor involving gambling. C.R.S. 24-21-610(3).
- A person *shall not* act as a caller or an assistant to the caller in the conduct of any game of bingo unless the person is of good moral character and has never been convicted of a felony or a crime involving gambling. C.R.S. 24-21-618(2)(a).
- Additional restrictions may apply on applications for landlord licenses, C.R.S. 24-21-611(3), manufacturer's licenses, C.R.S. 24-21-612(2), supplier's licenses, C.R.S. 24-21-613(2), and manufacturer's agent or supplier's agent licenses, C.R.S. 24-21-614(2), as well as service on the Bingo-Raffle Advisory Board, C.R.S. 24-21-630(2).
- Any license issued under part 6 of article 21 of title 24, C.R.S., *shall* be forfeited for no more than one year upon conviction for violating the provisions of that part. C.R.S. 24-21-624.

Blind Vendor

- A blind vendor license pursuant to the business enterprise program may be denied or terminated if the vendor is convicted of a felony or pattern of misdemeanors. 7 CCR 1105-1:9.401.

Boxing

- The director may take disciplinary or other action against a license or application if the applicant or licensee is convicted of or has entered a plea of nolo contendere or guilty to a felony. Subject to the provisions of section 24-5-101. Self-reporting provisions apply. C.R.S. 12-110-111(1)(c), 4 CCR 740-1:2.20, -1:8.13, -1:9.13, -1:14.5.
- The director of the office *shall* be of good character and not have been convicted of any felony or match-related offense, notwithstanding the provisions of section 24-5-101. C.R.S. 12-110-110(2).
- Members of the combative sports commission *shall* be of good character and not have been convicted of any felony or match-related offense, notwithstanding the provisions of section 24-5-101. C.R.S. 12-110-106(2).

Casino and Gaming Employees

- Virtually all persons seeking gambling-related licensure are disqualified if they have served a sentence for a variety of statutorily delineated offenses, or been under the supervision of the state board of parole or any probation department within ten years prior to applying for a license, notwithstanding section 24-5-101. C.R.S. 44-30-801.

- All persons seeking gambling licenses must submit to a background check. C.R.S. 44-30-510(3), 44-30-513, 44-30-830(3).
- A gaming license *shall* be denied if the applicant or any of its officers, directors, stockholders, general or limited partners, or other persons having a financial or equity interest of five percent or greater in the applicant have served a sentence upon conviction of:
 - o A felony within the ten years prior to the application.
 - o Any misdemeanor gambling-related offense or misdemeanor theft by deception within the ten years prior to the application.
 - o Any misdemeanor involving fraud or misrepresentation within the ten years prior to the application.
 - o Any gambling-related felony or felony involving theft by deception.
 - o Any felony involving fraud or misrepresentation.
 - o All of the above are notwithstanding section 24-5-101. C.R.S. 44-30-509(1)(c).
- A gaming license may be denied if the applicant or any of its officers, directors, stockholders, general or limited partners, or other persons having a financial or equity interest of five percent or greater in the applicant, are subject to a current prosecution or pending charge in any jurisdiction for any of the offenses above. C.R.S. 44-30-509(1)(d).
- Any license granted pursuant to article 30 of title 44, C.R.S., may be suspended or revoked for being convicted of, or in some cases charged with, any crime. C.R.S. 44-30-524(1)(b).
 - o Self-reporting provisions apply. 1 CCR 207-1:30-405.
 - o For additional information, see 1 CCR 207-1:30-508, -509 and associated regulations.
- Renewal of a license may be denied for a violation of article 30 of title 44 or article 20 of title 18. C.R.S. 44-30-518(4).
- The director of the division of gaming *shall* be of good character, and both the director and anyone employed by the director, *shall* not have been convicted of any felony or gambling-related offense, notwithstanding the provisions of section 24-5-101. C.R.S. 44-30-203(1)(b), 44-30-203(2)(c), 44-30-401(1)(e).
- A member of the Colorado limited gaming control commission *shall* not have been convicted of any felony or gambling-related offense, notwithstanding the provisions of section 24-5-101. C.R.S. 44-30-301(1), 44-30-401(1)(e).
- Prior to licensure as an operator, slot machine manufacturer or distributor, associated equipment supplier, key employee, support licensee, or retailer, an applicant shall show he or she is of good moral character. C.R.S. 44-30-504.
- A sports betting license *shall* be revoked upon a finding that the licensee has been convicted of a felony or any gambling-related offense. C.R.S. 44-30-1503(2)(a). Individuals *shall* be ineligible for a license if convicted of a gambling related offense or crime involving misrepresentation. C.R.S. 44-30-1503(3). Individuals may be ineligible for a license if convicted of a felony or a crime involving fraud, notwithstanding section 24-5-101. C.R.S. 44-30-1503(4). A criminal history records check is required. C.R.S. 44-30-1504(7).

- The penalty associated with several gambling offenses is higher for people who hold a license issued under article 30 of title 44, C.R.S. These include:
 - o Cheating. C.R.S. 18-20-106.
 - o Fraudulent acts. C.R.S. 18-20-107.
 - o Use of a device for calculating probabilities. C.R.S. 18-20-108.
 - o Unlawful manufacture, sale, distribution, marking, altering, or modification of equipment and devices associated with limited gaming. C.R.S. 18-20-111.

Child Care

- The license for any family child care home, foster care home, child care center, residential child care facility, secure residential treatment center, or child placement agency *shall* be denied, revoked, or suspended if the applicant, an affiliate of the applicant, any employee of the applicant, or anyone who resides with the applicant at the facility has been convicted of:
 - o Child abuse, as specified in section 18-6-401.
 - o A crime of violence, as defined in section 18-1.3-406.
 - o Any offenses involving unlawful sexual behavior, as defined in section 16-22-102(9).
 - o Any felony, the underlying factual basis of which had been found by the court on the record to include an act of domestic violence, as defined in section 18-6-800.3.
 - o Any felony involving physical assault, battery, or a drug-related offense within the five years preceding the date of application for a license or certificate.
 - o A pattern of misdemeanor convictions, as defined by rule of the state board, within the ten years immediately preceding the date of submission of the application.
 - o Any similar offenses under the laws of any other state.
 - o For purposes of the above, “convicted” means conviction by a jury or a court, and includes a deferred judgment and sentence agreement, a deferred prosecution agreement, a deferred adjudication agreement, an adjudication, and a plea of guilty or nolo contendere. C.R.S. 26-6-104(7)(a)(II).
 - o Background check provisions apply.
 - o For additional information, see sections 26-6-104(7), 26-6-107, 26-6-108(2.5), 12 CCR 2509-6:7.500.3, and 12 CCR 2509-8:7.701.3.
 - o Foster care homes, including kinship foster care homes, certified by county departments or licensed child placement agencies, are subject to similar restrictions. C.R.S. 26-6-106.3.
- The license for any facility regulated under part 1 of article 6 of title 26, C.R.S., may be denied, suspended, or revoked if the licensee, an affiliate of the licensee, any person employed by the licensee, or a person who resides with the licensee at the facility is:

- Convicted of any felony, notwithstanding section 24-5-101, or receives a deferred judgment agreement or a deferred prosecution agreement to any felony.
- Convicted of third degree assault, any misdemeanor with an underlying factual basis of domestic violence, violation of a protection order, misdemeanor child abuse, or substantially similar offenses in other states. For these crimes, “conviction” has the same meaning as in section 26-6-104(7)(a)(II).
- Convicted of unlawful use, distribution, manufacturing, sale, or possession of a controlled substance, including unlawful offenses related to marijuana.
- Charged with the commission of an act of child abuse or an unlawful sexual offense.
- Admits to an act of child abuse, or if substantial evidence of child abuse is found.
- For additional information, see section 26-6-108(2) and 12 CCR 2509-8:7.701.3.
- Somewhat less restrictive requirements may apply to employees or volunteers at:
 - Substitute child care providers. C.R.S. 26-6-103.3.
 - Guest child care facilities and public services short-term child care facilities. C.R.S. 26-6-103.5(2).
 - Licensed neighborhood youth organizations. C.R.S. 26-6-103.7(4), 12 CCR 2509-8:7.720.4.
 - Family foster care or kinship care facilities. C.R.S. 26-6-107(1)(a.7), 12 CCR 2509-6:7.500.2.
 - Exempt family child care home providers. C.R.S. 26-6-120, 9 CCR 2503-9:3.915.
- Colorado regulations place additional restrictions on child care facilities and organizations. For more information, see 12 CCR 2509-8.
- A provider may not be able to receive money under the State Child Care Assistance Program if convicted of certain offenses. 9 CCR 2503-9:3.906.
- A founded report of child abuse, with or without a conviction, can result in the individual being placed in a database available to numerous agencies and employers. C.R.S. 19-1-307, 26-6-107(1)(a)(I), 12 CCR 2509-2.

Chiropractor

- The board may take disciplinary or other action for conviction of a felony or any crime that would constitute a violation of article 215 of title 12. Includes guilty pleas, pleas of nolo contendere, and deferred sentences. C.R.S. 12-215-109(1)(d), 12-215-115(1)(c), 3 CCR 707-1:4.
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification,

or registration to practice the applicant's health care profession in any state or country." The information provided will be made available to the general public. C.R.S. 12-30-102.

Commercial Driver

- Fingerprinting for a criminal history check may be required for a hazardous materials endorsement on a commercial driver's license. C.R.S. 42-2-404(1.5)(c)(II).
- A person who has any alcohol in his or her system while driving a commercial vehicle *shall* be placed out of service, as defined by the statute. C.R.S. 42-2-405(2)(a).
- A person who knowingly possesses or transports certain controlled substances during on-duty time *shall* have their license cancelled for six months, or *shall not* be issued a commercial license for six months. C.R.S. 42-2-405(2)(b).
- Federal law imposes additional disqualifications for varying periods of time for offenses committed while driving or using a commercial vehicle. 49 U.S.C. § 31310.
- Some criminal record sealing provisions are inapplicable to holders of a commercial driver's license. C.R.S. 24-72-703(12)(d), 24-72-708(1)(a)(I)(C).
- A person's right to receive a commercial driver's license *shall* be permanently revoked upon conviction of unlawful possession or use of a commercial driver's license, subject to a hearing and appeal. C.R.S. 42-2-409(3).
- Certification for various types of driving testing certification may be denied or revoked based on a conviction. 1 CCR 204-30:8-403, -30:9-200, -30:9-250.
- Licensure of diesel and emissions inspections programs may be revoked based on a conviction. 1 CCR 204-1:10.0, -1:11.0.
- Pilot escort drivers, see 2 CCR 601-4:5.
- Non-medical transportation drivers, see 10 CCR 2505-10:8.494.

Community Integrated Health Care Service Agency

- Each owner, manager, and administrator applying for an initial or renewal license must submit to a criminal history check. C.R.S. 25-3.5-1305(3)(a).
- The department may deny, revoke, or refuse to renew a license where an owner, manager, or administrator has been convicted of a felony or a misdemeanor that could pose a risk to community integrated health care service consumers. C.R.S. 25-3.5-1305(3)(b), 25-3.5-1306(3).

Coroner

- No person *shall* be eligible to hold the office of coroner if that person has ever been convicted of, or pleaded guilty to, or entered a plea of nolo contendere to, any felony charge under federal or state laws, unless pardoned. Nominees are subject to background checks. C.R.S. 30-10-601.5(3).

Corrections and Correctional Facility Employees

- Department of Corrections Administrative Regulation 1450-16 provides guidance for employment of offenders and ex-offenders.
- Public and private correctional facilities *shall not* hire persons required to register under the Colorado Sex Offender Registration Act. C.R.S. 17-1-109.5(1), 17-1-202(1)(a), 17-1-204.
- Applicants for employment at private correctional facilities must submit to a criminal background check. C.R.S. 17-1-202(1)(a), 17-1-204.
- Facility employees who have access to medications are subject to criminal background checks. C.R.S. 25-1.5-302(8).
- Current employees who are convicted of offenses that require them to register as sex offenders *shall not* have unsupervised contact with inmates. C.R.S. 17-1-109.5(3).
- Staff members of community-based reentry service organizations may, when applying for certain grants, be required to submit to a criminal background check. C.R.S. 17-33-101(7).

Cosmetologist and Esthetician

- See Barber.

Debt Collector and Collection Agencies

- No collections agency *shall* employ any collections manager, debt collector, or solicitor, who has been convicted of or who has entered a plea of guilty or nolo contendere to any crime specified in part 4 of article 4, in part 1, 2, 3, 5, 7, or 9 of article 5, or in article 5.5 of title 18, C.R.S., or any similar crime in other jurisdictions. C.R.S. 5-16-123(2)(a).
- The same restrictions apply to who can own or operate a collection agency. C.R.S. 5-16-123(2)(b).
- Applications for a collection agency license require disclosure of any conviction, plea of guilty, or nolo contendere to any felony on the part of the principles and the collections manager. C.R.S. 5-16-119(2)(d).
- Any collections licensee, or one of its principles or collections managers, is subject to disciplinary action if convicted of, or pleaded guilty or nolo contendere to, any crime specified in part 4 of article 4, in parts 1, 2, 3, 5, 7, or 9 of article 5, or in article 5.5 of title 18, C.R.S., or any similar crime in other jurisdictions. C.R.S. 5-16-127(3).
- An application for licensure or renewal can be denied for commission of the crimes listed in the previous bullet point. C.R.S. 5-16-120(2).

Debt Management Service Provider

- Applications for registration as a debt service provider must include a criminal history records check and a statement describing criminal history. C.R.S. 5-19-206(6), 5-19-206(12).
- A registration may be denied if an officer, director, or owner of the applicant has been convicted of a crime, or suffered a civil judgment, involving dishonesty or violation of state or federal securities laws. C.R.S. 5-19-209(b)(2).

Dentist and Dental Hygienist

- The board may take disciplinary action against an applicant or licensee for conviction of a felony or any crime that constitutes a violation of article 220 of title 12, C.R.S. Includes entry of a plea of guilty or nolo contendere or a deferred sentence. C.R.S. 12-220-130(1)(b).
- The board may take disciplinary action against an applicant or licensee for conviction of any federal or state law regulating controlled substances. Shall be governed by section 24-5-101. C.R.S. 12-220-130(1)(d).
- The board may take disciplinary action against an applicant or licensee for engaging in any conduct that constitutes a crime as defined in title 18, C.R.S., which conduct relates to the licensee's practice. C.R.S. 12-220-130(1)(ff).
- Self-reporting provisions apply to drug and alcohol related offenses. C.R.S. 12-220-144(3).
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: "Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant's health care profession in any state or country." The information provided will be made available to the general public. C.R.S. 12-30-102.

Developer, Subdivision

- A certificate of registration may be denied to an applicant who has been convicted of a felony within the preceding ten years, governed by section 24-5-101. C.R.S. 12-10-503(2)(a)(V).
- Registration as a subdivision developer may be refused, revoked, or suspended if the developer or any director, officer, or stockholder with controlling interest has been convicted of or pled guilty or nolo contendere to a crime involving fraud, deception, false pretense, theft, misrepresentation, false advertising, or dishonest dealing in any court. C.R.S. 12-10-505(1)(d).
- Certain exemptions to the regulation of large planned communities may not apply if any owner, officer, director, shareholder, partner, or other entity having more than a ten-percent equity interest in the owner has been convicted of a felony within the last ten years. C.R.S. 38-33.3-116.3(2).

Driver of Passenger Vehicle

- Any person *shall* be disqualified from driving certain taxicabs, a charter bus, children's activity bus, luxury limousine, Medicaid client transport, or off-road scenic charter, if a criminal history check reveals that:
 - o The individual is not of good moral character, as determined based on the results of the criminal history check.
 - o The individual has been convicted of a felony or misdemeanor involving moral turpitude, including any unlawful sexual offense against a child.
 - o Within the last two years, has been convicted of driving under the influence, driving with excessive alcohol content, driving while ability impaired, or any comparable offenses as defined by any state or the United States.
 - o For more information, see C.R.S. 40-10.1-110, 4 CCR 723-6:6114.
- The results of the criminal history check will be considered in accordance with section 24-5-101(2). C.R.S. 40-10.1-110(4).
- Any license issued by the Public Utilities Commission may be suspended or revoked for repeated violations of registration requirements in sections 42-8-105 and 42-8-106. C.R.S. 42-8-109(3).

Educator

- Nearly every person seeking licensure in a school-related profession must submit to a fingerprint-based criminal history check and must disclose prior felony or misdemeanor convictions. C.R.S. 22-60.5-103 (citing various education licensing statutes).
- A license *shall be* denied, annulled, suspended, or revoked when the applicant or holder is convicted of any of the following offenses, either by jury verdict, entry of a verdict, acceptance of a guilty plea, or a plea of nolo contendere. C.R.S. 22-60.5-107(2.5).
 - o Felony child abuse.
 - o A crime of violence.
 - o A felony offense involving unlawful sexual behavior.
 - o A felony, the underlying basis of which has been found by a court on the record to include an act of domestic violence. An exception may apply if five years have passed since the offense.
 - o Indecent exposure.
 - o A crime under the laws of the United States or other states with elements similar to the crimes above.
 - o A felony drug offense, subject to exceptions. C.R.S. 22-60.5-107(2.6).
- Licensure *shall be* denied, annulled, suspended, or revoked when the applicant or holder has received a disposition or adjudication for an offense that would constitute felony unlawful sexual behavior. C.R.S. 22-60.5-107(2.5)(a)(III).
- Licensure may be denied, annulled, suspended, or revoked when the applicant or holder is convicted of, pleads nolo contendere to, or receives a deferred sentence for a violation of any of the following offenses. C.R.S. 22-60.5-107(2).

- Misdemeanor sexual assault.
- Misdemeanor unlawful sexual contact.
- Misdemeanor sexual assault on a client by a psychotherapist.
- Misdemeanor child abuse.
- A misdemeanor, the underlying factual basis of which has been found by the court on the record to involve domestic violence, and the conviction is a second or subsequent conviction for the same offense.
- Contributing to the delinquency of a minor.
- A misdemeanor committed under the laws of the United States or another state, the elements of which are similar to sexual exploitation of children as defined by section 18-6-403(3)(b.5).
- A misdemeanor offense involving the sale of controlled substances.
- Any felony other than those which require denial or revocation of a license.
- A crime under the laws of the United States or any other state with elements similar to the crimes listed above.
- An offense committed by a juvenile that would constitute a physical assault, battery, or drug-related offense if committed by an adult and the offense was committed within the last ten years.
- When any school district finds good cause to believe that any licensed personnel have been convicted of a felony or misdemeanor, the district *shall* require the person to submit to a fingerprint-based criminal history check. C.R.S. 22-32-109.9, 22-60.5-103(6).
- Good moral character is required for licensure as a teacher, special service provider, principal, or administrator. C.R.S. 22-60.5-201, 22-60.5-210, 22-60.5-301, 22-60.5-306.
- A teacher may be dismissed for immorality, conviction of a felony, or the acceptance of a guilty plea, a plea of nolo contendere, or a deferred sentence for a felony. C.R.S. 22-63-301.
- When the Department of Education denies, revokes, or annuls a license due to a conviction for felony child abuse or unlawful sexual behavior, the department *shall* enter into a settlement agreement with the individual that prohibits ever teaching at a public or private school in the United States. C.R.S. 22-60.5-108(4).
- Public, nonpublic, charter, institute charter, and on-line schools all have an obligation to perform a criminal history check on prospective employees. C.R.S. 22-1-121, 22-2-119, 22-30.5-110.5, 22-30.5-110.7, 22-30.5-511.5, 22-30.7-111, 22-32-109.7, 22-32-109.8.
- Supplemental education service providers are subject to criminal history checks. C.R.S. 22-2-129(3)(b).
- A school director of a school district *shall not* have been convicted of commission of a sexual offense against a child, and *shall* be removed from office if found guilty of a felony. C.R.S. 22-31-107(5), 22-31-129(1)(e).
- Courts *shall* report to the Department of Education when a defendant known to be a current or former employee of a school district, or who holds a license or authorization pursuant to article 60.5 of title 22, C.R.S., is convicted, pleads nolo contendere, or receives a deferred sentence for:

- A violation of any crime under part 4 of article 3 of title 18 (pertaining to unlawful sexual behavior). C.R.S. 18-3-416.
- Incest or aggravated incest. C.R.S. 18-6-301, -302.
- Wrongs to children (child abuse and sexual exploitation of a child). C.R.S. 18-6-405.
- Contributing to the delinquency of a minor. C.R.S. 18-6-701.
- Child prostitution related offenses. C.R.S. 18-7-409.
- Any felony. C.R.S. 13-1-130.
- Several of these reporting requirements apply to charter school employees.
- For additional information, see 1 CCR 301-37:10.00.

Electrician

- The board may take disciplinary or other action against a licensee or applicant for conviction or acceptance of a plea of guilty or nolo contendere by a court to a felony. Self-reporting provisions apply. C.R.S. 12-115-122(1)(g), 3 CCR 710-1:8.0.
- In considering the crime, the board shall be governed by section 24-5-101.

Emergency Medical Technicians and Responders

- Certification as an EMT may be denied or sanctioned if the applicant has been convicted of a felony or misdemeanor involving moral turpitude. Background check requirements apply. C.R.S. 25-3.5-203, 25-3.5-1103, 6 CCR 1015-3:1.5, -3:1.6, -3:1.7.
- Additional requirements apply to air ambulance licensing. 6 CCR 1015-3:5.5.

Employee Leasing Services

- Disciplinary action can be taken against an employee leasing company for a violation of specified statutes, as well as conviction for a crime arising from the operation of an employee leasing company related to fraud, deceit, or the ability of such a company to operate. C.R.S. 8-70-114(8).

Engineer

- The board may take disciplinary or other action against licensee for a felony that is related to the ability to practice engineering. Includes pleas of guilty and nolo contendere. Subject to the provisions of section 24-5-101. C.R.S. 12-120-206(1)(c). Self-reporting provisions apply. 4 CCR 730-1:3.1.
- Applicants for licensure must disclose whether they have been convicted of a felony. In considering a conviction, the board shall be governed by section 24-5-101. C.R.S. 12-120-209.

Escort

- Criminal history may be considered during application for licensure as an escort, escort bureau, or escort bureau runner. C.R.S. 29-11.8-106(3).
- Licensees, their associates, and their employees must be of good moral character. Criminal history can be considered for purposes of determining good character. C.R.S. 29-11.8-109.
- Any license issued under article 11.8 of title 29, C.R.S., can be suspended, revoked, or not reissued upon violating any of the provisions of that article. C.R.S. 29-11.8-113(1).

Explosives and Fireworks

- Explosives permit applicants must submit to a criminal history check. The department shall consider the information resulting from the check in its decision whether to issue a permit. C.R.S. 9-7-108(2), 7 CCR 1101-9:3-2, 1101-9:3-3.
- A license to sell fireworks can be denied, suspended, revoked, or not renewed for conviction for any felony, subject to the provisions of section 24-5-101, or for conviction of a fireworks-related offense. C.R.S. 24-33.5-2011(1). Background check provisions apply. 8 CCR 1507-12:4.1.
- Blaster certification can be suspended or revoked for conviction of criminal possession or sale of dangerous drugs. 2 CCR 407-2:6.04.

Fantasy Contests

- Fantasy contest operators, and their officers, directors, and general partners must submit to a criminal history check. C.R.S. 12-125-106(4).
- An applicant may not be eligible for licensure or renewal if the applicant or any of its officers, directors, or general partners has been convicted of or entered a plea of nolo contendere or guilty to a felony, subject to the provisions of section 24-5-101. C.R.S. 12-125-106(3).

Farms, Farm Products, and Commodity Warehouses

- The commissioner may deny, refuse to renew, revoke, or suspend any farm products dealer or agent license or any commodity warehouse license if the licensee has been convicted of a felony under the law of the United States or any state. In considering the crime, the commissioner shall be governed by section 24-5-101. C.R.S. 35-36-107(1)(c), 35-37-108(1)(b).
- Qualification as a certified weigher requires good moral character, subject to section 24-5-101. C.R.S. 35-14-121(1). The commissioner may deny, refuse to renew, revoke, or suspend a license if the applicant or licensee has violated any provision of article 14 of title 35, C.R.S., or been convicted of any felony under state or federal law, subject to section 24-5-101. C.R.S. 35-14-124.5.

- The commissioner may deny, revoke, refuse to renew, or suspend a registration issued under the Colorado Nursery Act for conviction of a felony related to conduct regulated by that act. C.R.S. 35-26-114(7).
- The commissioner may deny, revoke, or suspend a registration issued under the Colorado Seed Act for conviction of a felony related to conduct regulated by that act. C.R.S. 35-27-117(1).
- A license issued under the Alternative Livestock Act may be denied, suspended, not renewed, restricted, or revoked for conviction of stealing big game wildlife. C.R.S. 35-41.5-113(1).
- Feedlot certification may be denied, suspended, not renewed, or revoked if the applicant or certificate holder has committed various livestock offenses or entered a plea of guilty or nolo contendere to, or been convicted of, any criminal act under title 18. C.R.S. 35-53.5-112.
- A public livestock market license may be revoked or suspended if the licensee has been convicted of or has entered a plea of nolo contendere to a felony for an offense related to the conduct regulated by article 55 of title 35. C.R.S. 35-55-107(1)(m).
- A farm equipment supplier can immediately terminate, cancel, or not renew a dealer agreement if the dealer pleads guilty to or is convicted of a felony. C.R.S. 35-38-104(2)(b)(VI).

Fire Suppression Contractor

- The division may deny any application for registration or certification if the applicant has been convicted of a crime which reflects upon the integrity of the applicant in operating within the capacity for which they are registered. 8 CCR 1507-11:3.

Firefighters

- A certificate may be denied, revoked, suspended, annulled, limited, or modified for controlled substance related offenses or conviction of, or a plea of no contest to, unlawful conduct that relates to certification status. 8 CCR 1507-3:7.

Fundraisers and Paid Solicitors

- No person may act as a professional fundraising consultant and no professional fundraising consultant required to register under section 16 of title 6, C.R.S., shall knowingly employ any person as an officer, trustee, director, or employee if such person, within the immediately preceding five years, has been convicted of, found guilty of, pled guilty or nolo contendere to, been adjudicated a juvenile violator of, or has been incarcerated for any felony involving fraud, theft, larceny, embezzlement, fraudulent conversion, or misappropriation of property or any crime arising from the conduct of a solicitation for a charitable organization or sponsor, under the laws of this or any other state or of the United States. C.R.S. 6-16-104.3(10).

- No person may act as a paid solicitor and no paid solicitor required to register under section 16 of title 6, C.R.S., shall knowingly employ any person as an officer, trustee, director, or employee if such person, within the immediately preceding five years, has been convicted of, found guilty of, pled guilty or nolo contendere to, been adjudicated a juvenile violator of, or has been incarcerated for any felony involving fraud, theft, larceny, embezzlement, fraudulent conversion, or misappropriation of property or any crime arising from the conduct of a solicitation for a charitable organization or sponsor, under the laws of this or any other state or of the United States. C.R.S. 6-16-104.6(10).
- Violation of the Colorado Charitable Solicitations Act can result in denial, suspension, or revocation of a license for a person or entity licensed under that act. C.R.S. 6-16-111(6).

Funeral Establishments and Mortuaries

- A funeral establishment or crematory registration may be denied or revoked if the establishment or its designee has been convicted of a felony related to an activity regulated under article 135 of title 12, C.R.S., or a felony of moral turpitude. C.R.S. 12-135-401(2).
- A preneed funeral contract provider application may be denied if any officer, director, or controlling shareholder has been convicted of a crime involving fraud or misappropriation or misuse of funds. C.R.S. 10-15-103(2). Background check provisions apply. C.R.S. 10-15-103(1). The commissioner may revoke, suspend, or refuse to renew a license if any contract seller, or any officer, director, or controlling shareholder has been convicted of the same. C.R.S. 10-15-114(1)(f).

Gasoline Distributor, Supplier, or Carrier

- The director may revoke or suspend the license of any licensee who is convicted of certain criminal offenses related to gasoline taxes. C.R.S. 39-27-104(2.2).

Government Contracts and Contractors

- A person may be debarred from consideration for award of contracts for up to three years or for a period equal to the length of the sentence imposed for conviction of the following offenses:
 - o Conviction of a criminal offense as an incident to obtaining or attempting to obtain a public or private contract or subcontract, or in the performance of such contract.
 - o Conviction under state or federal statutes of embezzlement, theft, forgery, bribery, falsification or destruction of records, or receiving stolen property.
 - o Conviction under state or federal antitrust statutes arising out of the submission of bids or proposals.
 - o For more information, see section 24-109-105.

- Colorado Department of Transportation contractors may be debarred for criminal convictions. 2 CCR 601-10:3, 2 CCR 604-1:3.
- Public school service contractors are subject to a criminal records check requirement. C.R.S. 22-32-122(4).
- Conviction of a wide variety of offenses can result in a loss of the ability to contract with the federal government or participate in federal government programs (i.e. healthcare providers, defense contractors, federal grants, contracts, etc.). These consequences are beyond the scope of this publication. For additional information, see *Internal Exile: Collateral Consequences of Conviction in Federal Laws and Regulations*.¹⁹

Guide

- See Outfitter.

Hearing Aid Provider

- It is grounds for discipline to have been convicted of, pleaded guilty or nolo contendere to, or received a deferred sentence in any court for a felony or for any crime involving fraud, deception, false pretense, theft, misrepresentation, false advertising, or dishonest dealing. C.R.S. 12-230-401(1)(o). Self-reporting provisions apply. 3 CCR 711-1:7.
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Home Care Agency

- The department *shall* revoke, refuse to renew, or not issue a license or registration if the owner, manager, or administrator of a home care agency or home care placement agency has been convicted of a felony or misdemeanor involving conduct that the department determines could pose a risk to the health, safety, or welfare of home care customers. C.R.S. 25-27.5-106(4); 25-27.5-108(3).
- All employees of home care agencies or home care placement agencies shall submit to a criminal history record check. C.R.S. 25-27.5-106(3), -107.
- For additional information, see 6 CCR 1011-1:26-4, -1:26-5, -1:26-6.
- Certification as a supportive living program for persons with brain injury may be denied if the owner, applicant, or administrator has been convicted of an offense. All employees are subject to background checks. 10 CCR 2505-10:8.515.

¹⁹ Available: <http://www.americanbar.org/content/dam/aba/migrated/cecs/internalexile.authcheckdam.pdf>.

Horse Racing

- The commission may suspend, deny or revoke a license for having been convicted of, or entered a plea of guilty or nolo contendere to, a criminal charge under the laws of this or any other state. This provision shall be applied in accordance with section 24-5-101. C.R.S. 44-32-507(1)(b).
- The commission may deny a license to any applicant with a current prosecution or pending charge for a felony against the applicant or any of the applicant's officers, directors, partners, stockholders, or any person having a financial interest of five percent or greater in the applicant. C.R.S. 44-32-507(1)(c).
- The commission *shall* deny a license on the basis of conviction of the applicant, or any of its officers or directors, or any of its general partners, or any stockholders, limited partners, or other persons having a financial or equity interest of five percent or greater in the applicant, of any of the following:
 - o Any gambling-related offense or theft by deception.
 - o Any crime involving fraud or misrepresentation committed within ten years prior to the date of the application, notwithstanding the provisions of section 24-5-101.
 - o A current prosecution or pending charge for one of the same crimes may also be disqualifying.
 - o For additional information, see section 44-32-508.
- Business, meet, and race operator licenses may be impacted by a finding of bad character or criminal convictions. C.R.S. 44-32-504, 44-32-505, 44-32-512.
- The director of the division of racing events, employees of the director, and members of the racing commission *shall not* have been convicted of a felony or gambling-related offense, notwithstanding the provisions of section 24-5-101. C.R.S. 44-32-202, 44-32-301. The director *shall* be of good character. C.R.S. 44-32-202.
- Willful violation of article 32 of title 44, C.R.S., may result in the cancellation of a license issued under that article. C.R.S. 44-32-802.
- All applicants for licensure must submit to a background check. C.R.S. 44-32-503(4).

Hospital, Hospice, and Health Care Cooperative

- New hospital owners must disclose whether they have been convicted of a felony or misdemeanor involving moral turpitude within the ten years preceding their application. C.R.S. 25-3-102(1)(e). Applications for licensure require additional information. 6 CCR 1011-1:2-2.4, -1:2-2.7.
- The commissioner may take action against members of the governing body or an executive officer of a health care cooperative if that person has been found guilty of a criminal offense affecting such person's qualification to serve in such capacity. C.R.S. 10-16-1013(2).
- All prospective hospice employees must submit to a criminal history record check. 6 CCR 1011-1:21-7.

- Care providers participating in the state Medical Assistance program may have their agreements with the state denied or terminated for certain criminal offenses. 10 CCR 2505-10:8.130.

Insurance Agent or Producer

- A license for an insurance producer may be placed on probation, suspended, revoked, or refused to issue, continue, or renew upon: (1) conviction of a felony or misdemeanor involving moral turpitude, including any sexual offense against a child; (2) commission of any unfair trade practice or fraud; or (3) the use of fraudulent, coercive, or dishonest practices. C.R.S. 10-2-801(1).
- The commissioner *shall* revoke the license of an insurance producer licensee, after a hearing, if the licensee was convicted of insurance fraud. C.R.S. 10-2-801(1.5), 18-5-211(5). Includes a self-reporting requirement. C.R.S. 10-2-801(3).
- Federal law places additional restrictions on people convicted of a felony involving dishonesty or a breach of trust, or an insurance-related offense. 18 U.S.C. § 1033(e).
- The license of a viatical settlement provider *shall* be refused, suspended, revoked, or refused to renew if the licensee or any of its officers, partners, members, or key management personnel have been found guilty of, or have pleaded guilty or nolo contendere to, any felony, or to a misdemeanor involving fraud or moral turpitude, regardless of whether a judgment or conviction has been entered by the court, or have been convicted of fraudulent or dishonest practices. C.R.S. 10-7-604(1).
- A person in the business of viatical settlements shall not knowingly or intentionally permit a person convicted of a felony involving dishonesty or breach of trust to participate in the business of viatical settlements. C.R.S. 10-7-612(1)(c).
- Most individuals seeking to acquire a voting security of a domestic insurer must submit to a criminal history check. C.R.S. 10-3-803(3).
- No person may serve as a director or officer of an insurance company who has been convicted of fraud involving any financial institution or of a felony involving misuse of funds. C.R.S. 10-6-108.
- No person may serve on the insurance board of directors who has been convicted of fraud involving any financial institution or of a felony, subject to waiver. Background check provisions apply. C.R.S. 10-3-112(1).

Investment Advisor and Representative

- A license to transact business may be denied, suspended, revoked, censured, or limited if one has, within the last ten years, entered a plea of guilty or nolo contendere to, or has been convicted of, any felony, any misdemeanor involving a breach of fiduciary duty or fraud, or any misdemeanor in connection with the purchase or sale of a security. C.R.S. 11-51-401, 11-51-410(1)(c).

- Investment advisors required to register with the SEC *shall* have their license limited or suspended for a period not to exceed twelve months if within the last ten years they have been convicted of a variety of felony and misdemeanor offenses. 15 U.S.C. § 80b-3(e).
- Federal law also prohibits any person from working in virtually any capacity for a registered investment company if they have been convicted within the last ten years of a felony or misdemeanor related to securities. 15 U.S.C. § 80a-9(a).

Judge

- Justices or judges of any court of this state *shall* be removed from office upon conviction of a felony or other offense involving moral turpitude. Colo. Const. art. VI, § 23; Colorado Code of Judicial Conduct 1.1; Colorado Rule of Judicial Discipline 36.5.
- A municipal judge may be removed if he or she is found guilty of a felony or any other crime involving moral turpitude. C.R.S. 13-10-105(2).

Juvenile Facilities

- The Department of Human Services *shall not* hire a person who is required to register as a sex offender to work at a juvenile facility. C.R.S. 19-2-403.3(1).
- An entity that contracts with the Department of Human Services to operate a private juvenile facility *shall not* hire a person who is required to register as a sex offender to work in the juvenile facility. C.R.S. 19-2-410(4). All applicants for employment at such facilities must submit to a background check. C.R.S. 19-2-411.5(4).

Landscape Architect

- Being convicted of or pleading nolo contendere to a felony in Colorado or to any crime outside of Colorado that would constitute a felony in Colorado, if the felony concerns the practice of landscape architecture, is grounds for discipline by the board. C.R.S. 12-130-112(2)(f). This may result in the board denying or taking disciplinary action against a license. C.R.S. 12-130-109(1)(b), 12-130-113(1), 4 CCR 729-1:3.1.
- The board shall be governed by section 24-5-101 when considering the conviction or plea.

Licensed Professional Counselor

- See Mental Health Professional.

Liquor License

- See Alcohol Sales.

Lottery Related Jobs

- The director of the state lottery division shall be of good character and *shall not* have been convicted of any felony or gambling-related offense. C.R.S. 44-40-104(1). Members of the commission *shall not* have been convicted of the same. C.R.S. 44-40-108(1). Notwithstanding the provisions of section 24-5-101.
- The state lottery will not contract to supply services, equipment, or materials if certain persons associated with the supplier have been convicted of a felony or gambling-related offense, have engaged in illegal gambling, are not of good character, or have been convicted of a crime involving fraud or misrepresentation. Exceptions may apply. C.R.S. 44-40-106(5). Suppliers must submit to background checks. C.R.S. 44-40-106(10).
- The director of the division *shall* revoke the license of a lottery sales agent upon finding that a licensee has been convicted of any gambling-related offense, and may revoke a license upon finding that a licensee has been convicted of any felony. C.R.S. 44-40-107(2).
- Any person *shall* be ineligible for licensure as a sales agent for being convicted of a gambling-related offense or a crime involving misrepresentation, notwithstanding the provisions of section 24-5-101. C.R.S. 44-40-107(4). They may be ineligible for having been convicted of a felony or crime involving fraud. C.R.S. 44-40-107(5). Applicants for a lottery sales agent license must submit to a background check. C.R.S. 44-40-107(11).
- For additional information, see 1 CCR 206-1:2, 1 CCR 206-1:4.

Manicurist

- See Barber.

Marriage and Family Therapist

- See Mental Health Professional.

Massage Therapist and Massage Parlors

- The director is authorized to take disciplinary action against a person who has been convicted of, or pled guilty or nolo contendere to, or received a deferred sentence for, a felony or a crime for which the act giving rise to the crime was related to the practice of massage therapy or was perpetrated against a massage client during a therapeutic relationship, or committed any act specified in section 12-235-111. Shall be governed by section 24-5-101. C.R.S. 12-235-111(1)(j), 3 CCR 722-1:9.
- The director is authorized to take disciplinary action against any person who has been convicted of or pled guilty or nolo contendere to, or received a deferred judgment for, a charge of unlawful sexual behavior as defined in section 16-22-

- 102, any prostitution-related offense, or any human-trafficking-related offense, whether or not the act was committed in Colorado. C.R.S. 12-235-111(1)(m).
- A massage license may be denied to any person who is not of good moral character or who has committed an act that would constitute grounds for disciplinary action under section 12-235-111. Background check provisions apply. C.R.S. 12-235-108.
 - Any person applying for a new massage therapy license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Marijuana Business

- The following provisions are effective January 1, 2020.
- A marijuana business license shall not be issued to or held by:
 - o Individuals whose criminal history indicates they are not of good moral character, after considering the factors in section 24-5-101(2).
 - o A person convicted of a felony in the past three years or who is currently subject to a sentence for a felony conviction; except for an accelerator license, a marijuana conviction is not the sole basis for license denial.
 - o A person who is currently subject to a deferred judgment or sentence for a felony.
 - o C.R.S. 44-10-307(1), 44-10-401(6).
- The licensing authority may deny or revoke a license if the applicant or licensee’s criminal character or criminal record poses a threat to the regulation or control of marijuana. C.R.S. 44-10-307(2).
- Any person intending to become a controlling beneficial owner of a marijuana business must submit to a finding of suitability; may involve consideration of criminal character or record. C.R.S. 44-10-310(8).
- Applicants for medical or retail marijuana business licenses, including all owners, managers, contractors, employees, and other support staff, are subject to criminal history background checks. C.R.S. 44-10-203(2)(c), 44-10-305(2), 44-10-307(4)(c), 44-10-313(4).

Mental Health Professional

- A person licensed, registered, or certified under article 245 of title 12, C.R.S., violates the article if he or she has been convicted of or pled guilty or nolo contendere to or received a deferred sentence to a felony. In considering disciplinary action, the applicable board shall be governed by section 24-5-101. C.R.S. 12-245-224(1)(a).

- A person licensed, registered, certified, or regulated under article 245 of title 12, C.R.S., violates the article if he or she has committed abuse of health insurance pursuant to section 18-13-119. C.R.S. 12-245-224(1)(d).
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.
- Any person practicing psychotherapy, who is not otherwise licensed, registered, or certified, must inform the board whether he or she has been convicted of, or entered a plea of guilty of nolo contendere to, any felony or misdemeanor. C.R.S. 12-245-703(3).
- Anyone wishing to become a treatment provider for domestic violence offenders must submit to a criminal history check to be used by the board to determine an applicant’s eligibility for placement. C.R.S. 16-11.8-103(4)(a)(III), 16-11.8-104(2).
- Anyone wishing to be placed on the list of persons who may provide sex-offender-specific evaluation, treatment, or polygraph services must submit to a criminal background check. C.R.S. 16-11.7-106(2)(a).
- For additional information, see 2 CCR 502-1.

Midwife

- The director may take disciplinary action against a person who has been convicted of a felony or has had accepted by a court a plea of guilty or nolo contendere to a felony. C.R.S. 12-225-109(3)(k). Self-reporting provisions apply. 4 CCR 739-1:14.
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Military

- Each branch of the armed forces has different standards regarding what types of criminal histories they will or will not accept. Individuals with questions should contact an attorney or a recruiter.
- No person convicted of a felony shall be allowed to enlist in any armed force, absent an exception from the Secretary of Defense. 10 U.S.C. § 504(a).

- No person shall be allowed to enlist in any armed force who has been convicted, or found guilty in a juvenile adjudication, for a felony crime of rape, sexual abuse, incest, any other sexual offense, or when the disposition requires the person to register as a sex offender. 32 C.F.R. 66.6(b)(8).
- No person shall be allowed to enlist in any armed force who is under any form of judicial restraint (bond, probation, imprisonment, parole). 32 C.F.R. 66.6(b)(8).
- A misdemeanor domestic violence conviction may preclude military service due to the federal ban on firearms possession following such a conviction. 18 U.S.C. § 922(g).

Miner

- Blaster certification may be suspended or revoked upon conviction of criminal possession or sale of a dangerous drug. 2 CCR 407-2:6.04. See Explosives and Fireworks.

Money Transmitter

- Each owner, principal shareholder, principle member, director, trustee, officer, or managing official of a business that transmits money must submit fingerprints for a criminal background check to obtain licensure. C.R.S. 11-110-107(1)(e).
- A license *shall* not be issued to an applicant if an owner, principal shareholder, principal member, director, trustee, officer, or other managing official has, within the past ten years, entered a plea of guilty or nolo contendere to, or was convicted of, a felony or misdemeanor involving a breach of fiduciary duty or fraud. C.R.S. 11-110-109(4).
- No money transmitter *shall* employ or contract with another who has been convicted of or pleaded guilty or nolo contendere to the offenses in article 5 of title 18, C.R.S., a felony in the selling or issuing of exchange or in money transmission, a felony involving a financial institution, or an equivalent crime outside Colorado. C.R.S. 11-110-205.
- For additional information, see 3 CCR 701-7:MO4, -7:MO5.

Mortgage Broker or Loan Originator

- A criminal record check is necessary to obtain a license as a mortgage loan originator. C.R.S. 12-10-704(6).
- The board may deny, refuse to renew, or revoke the license of an applicant or licensee who has within the last five years been convicted of or pled guilty or nolo contendere to a crime involving fraud, deceit, material misrepresentation, theft, or a breach of a fiduciary duty. C.R.S. 12-10-711(1)(b).
- The board may deny, suspend, revoke, or take other action against a license for conviction of, entering a guilty plea to, or entering a plea of nolo contendere to any crime in article 3 of title 18, C.R.S. (offenses against persons), in parts 1 to 4 of article 4 of title 18, C.R.S. (offenses against property), in article 5 of title 18, C.R.S (offenses involving fraud), in part 3 of article 8 of title 18, C.R.S. (bribery

- and corrupt influences), in article 15 of title 18, C.R.S. (loan offenses), in article 17 of title 18, C.R.S. (organized crime), or any other like crime under Colorado law, federal law, or the laws of other states. C.R.S. 12-10-713(1)(n).
- The board *shall* revoke a license when the licensee has been assessed a penalty under the Colorado Consumer Protection Act. C.R.S. 12-10-713(1)(d).
 - Self-reporting provisions apply. 4 CCR 725-3:5.23.
 - Hearings conducted for the purpose of denying, suspending, or revoking a license due to conviction of a felony or crime involving moral turpitude shall be governed by section 24-5-101. C.R.S. 12-10-714(6).
 - Federal law also places criminal-history based restrictions on licensure and registration as a state-licensed loan originator. 12 U.S.C. § 5104.

Naturopathic Doctor

- The director may take disciplinary action against a licensee for conviction of a felony, an offense of moral turpitude, or a violation of article 250 of title 12. Includes entry of a plea of guilty or nolo contendere, or the imposition of a deferred sentence of judgment. C.R.S. 12-250-113(1)(h).
- Self-reporting provisions apply. C.R.S. 12-250-113(1)(n).
- Any person applying for a new registration or to renew, reinstate, or reactivate a registration shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Notary

- The secretary of state may deny, refuse to renew, or revoke a notary commission if the notary is convicted of any felony or, in the prior five years, a misdemeanor involving dishonesty. C.R.S. 24-21-523(1)(c), 8 CCR 1505-11:2.

Nurse

- The board has the power to conduct criminal history record checks on any individual under its jurisdiction, against whom a complaint has been filed. C.R.S. 12-255-107(1)(l).
- Conviction of any felony or any crime that would constitute a violation of article 255 of title 12, C.R.S., is grounds for discipline. Includes entry of a plea of guilty or nolo contendere or the imposition of a deferred sentence. C.R.S. 12-255-120(1)(b).
- Engaging in any conduct that would constitute a crime as defined by title 18, C.R.S., that relates to a person’s employment as a practical or professional nurse,

- is grounds for discipline. Subject to the provisions of section 24-5-101. C.R.S. 12-255-120(1)(l).
- Self-reporting provisions apply. C.R.S. 12-255-120(1)(z).
 - Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Nurse Aide, Certified

- The board may suspend, revoke, or deny any person’s certification to practice upon proof that such person has been convicted of a felony or has had a court accept a plea of guilty or nolo contendere to a felony, or has engaged in any conduct that would constitute a crime as defined in title 18, C.R.S., if such conduct relates to the person’s ability to practice as a nurse aid. C.R.S. 12-260-114(1)(b), -114(1)(l). Shall be governed by section 24-5-101.
- Self-reporting provisions apply. C.R.S. 12-260-114(1)(u).
- For more information, see 3 CCR 716-1:16-1.
- Any person applying for a new certification or to renew, reinstate, or reactivate a certification shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Nursing Home Administrators and Employees

- A person convicted of a felony in Colorado or any other state, or of violating article 265 of title 12, C.R.S., *shall not* be appointed to or serve on the board of nursing home administrators. C.R.S. 12-265-106(2)(b).
- The board has the power to take disciplinary action upon proof that a person has been convicted of a felony or pled guilty or nolo contendere to a felony. This provision shall be governed by section 24-5-101. Licensees are obligated to notify the board of a felony conviction or plea within thirty days. C.R.S. 12-265-110(7), 12-265-113(1)(b), 3 CCR 717-1:VI.
- The board has the power to take disciplinary action upon proof that a person participates in the unlawful use of a controlled substance as specified in section 18-18-404. C.R.S. 12-265-113(1)(g).

- A person may not own or operate a nursing facility that receives medical assistance pursuant to articles 4 or 5 of title 25.5, C.R.S., who has been convicted of unlawful retention of patient funds. C.R.S. 25.5-6-206(8)(e).
- All nursing care facility employees must undergo a criminal history check prior to employment. C.R.S. 25-1-124.5.

Occupational Therapist

- The director may take disciplinary action upon proof that the licensee has been convicted of or pled guilty or nolo contendere to a felony or committed unauthorized practice as specified in section 12-270-115. Shall be governed by section 24-5-101. C.R.S. 12-270-114(2)(g).
- For additional information, see 3 CCR 715-1:15.
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Optometrist

- Conviction of a felony or the acceptance of a plea of guilty or nolo contendere, or a plea resulting in a deferred sentence to a felony, is unprofessional conduct. C.R.S. 12-275-120(1)(r). Unprofessional conduct may result in disciplinary action. C.R.S. 12-275-122(1). Self-reporting provisions apply. 4 CCR 728-1:14.00.
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Outfitter

- The director may take disciplinary action if an applicant or holder of a registration:
 - o Violates any local, state, or federal law or regulation concerning public land management, wildlife, health, or cruelty to animals, including but not limited to section 33-6-113. C.R.S. 12-145-109(1)(c).

- Is convicted of or has entered a plea of nolo contendere or guilty to a felony, except that the director shall be governed by section 24-5-101. C.R.S. 12-145-109(1)(d).
- Is convicted of second or third degree criminal trespass pursuant to sections 18-4-503 or 18-4-504, except that the director shall be governed by section 24-5-101. C.R.S. 12-145-109(1)(i).
- Violates sections 18-4-503 or 18-4-504, resulting in two or more second or third degree criminal trespass convictions within any three- to five-year period while acting as an outfitter or guide. C.R.S. 12-145-109(1)(l).
- Self-reporting provisions apply. 4 CCR 733-1:7.
- The commission may deny, suspend, or revoke a river outfitter license, or place a licensee on probation, if the applicant or holder is convicted of unlawfully acting as a river outfitter or violating sections 18-4-503 or 18-4-504, resulting in two or more second or third degree criminal trespass convictions within any three- to five-year period while acting as a river outfitter or guide. C.R.S. 33-32-109(1). Includes a plea of nolo contendere or a deferred prosecution. Subject to the provisions of section 24-5-101.

Parole Board

- No person who has been convicted of a felony or a misdemeanor involving moral turpitude *shall* be eligible for appointment. Final conviction of a felony during the term of office of a board member *shall* automatically result in the disqualification of the member from further service. C.R.S. 17-2-201.

Peace Corps

- Peace Corps volunteers must complete a criminal history check. 22 C.F.R. 305.8.
- A record of arrests or convictions may be disqualifying. 22 C.F.R. 305.5.

Peace Officer

- The board *shall* deny certification to any person who has been convicted of the offenses below. C.R.S. 24-31-305(1.5).
 - A felony.
 - Any misdemeanor in violation of sections 18-3-204, 18-3-402, 18-3-404, 18-3-405.5, and 18-3-412.5.
 - Any misdemeanor in violation of sections 18-7-201, 18-7-202, 18-7-203, 18-7-204, 18-7-302, and 18-7-601.
 - Any misdemeanor in violation of any section of article 8 of title 18, C.R.S.
 - Any misdemeanor in violation of sections 18-9-111 and 18-9-121.
 - Any misdemeanor in violation of sections 18-18-404, 18-18-405, 18-18-406, and 18-18-411.
 - Any misdemeanor in violation of section 18-6-403(3)(b.5), as it existed prior to July 1, 2006.

- Any misdemeanor in violation of federal law or the law of any state that is the equivalent of any of the offenses specified above.
- Any local municipal ordinance that is the equivalent of any of the offenses specified above.
- The board may deny certification to any person who has entered a deferred judgment or sentencing agreement, a deferred prosecution agreement, or a pretrial diversion agreement for any of the above. C.R.S. 24-31-305(1.5)(b).
- Applicants for a peace officer training academy must submit to a background check. C.R.S. 24-31-304(3).
- Exceptions may be made for misdemeanor convictions if requested by the applicant or the chief law enforcement officer of the agency. C.R.S. 24-31-305(1.6).
- Federal law enforcement officers, including those working in detentions, *shall* be removed from employment if convicted of a felony. 5 U.S.C. § 7371, 5 U.S.C. § 8331(20).
- Police and fire pension plan disability benefits *shall not* be paid for any disability resulting in whole or in part from engaging in any act for which the member was convicted of a felony. C.R.S. 31-31-803(3).
- For additional information, see 4 CCR 901-1.
- Railroad peace officers are regulated by 4 CCR 723-7:7402.

PERA Employee

- The employment of persons by the Public Employees' Retirement Association who, upon the commencement of that employment, will have access to association investment information, association assets, or financial, demographic, or other information relating to association members or beneficiaries, is not subject to the provisions of section 24-5-101. C.R.S. 24-5-101(1)(b)(VI).
- No person *shall* be or can continue to be a trustee of the board who has been adjudicated of having violated any provisions of article 51 of title 24, C.R.S., or who has been convicted of a felony or any crime involving the misappropriation of funds. C.R.S. 24-51-203(8).
- A person who has been adjudicated of violating any provision of article 54 of title 24, C.R.S., or who has been convicted of a felony or any crime involving the misrepresentation of funds *shall not* be elected or continue to serve as a member of the joint board of retirement. C.R.S. 24-54-107.5(1).
- No person shall be or continue to be a member of the secure savings plan board who has been adjudicated of having violated any provisions of article 54.3 of title 24, C.R.S., or who has been convicted of a felony or any crime involving the misappropriation of funds. C.R.S. 24-54.3-103(8).

Pesticide Dealer or User

- The commissioner may deny, refuse to renew, suspend, or revoke any pesticide or device registration, or any pesticide dealer license, if the applicant, holder of

registration, or licensee has been convicted of a felony for an offense related to conduct regulated by the Pesticide Act. C.R.S. 35-9-122(1)(b).

- The commissioner may deny, refuse to renew, suspend, or revoke an applicator's license for conviction of a felony for an offense related to the conduct regulated by the Pesticide Applicator's Act. C.R.S. 35-10-121(1)(b).

Pet Care

- A license issued under the Pet Animal Care and Facilities Act may be denied, suspended, refused to renew, restricted, or revoked upon conviction of cruelty to animals, as defined by article 9 of title 18, or any similar statute of any other state. C.R.S. 35-80-112(1)(b).
- A license issued under the Pet Animal Care and Facilities Act may be denied, refused to renew, or revoked if the applicant or licensee or any other person who has or would have substantial control over the licensee or its daily operations has been convicted of certain cruelty to animals offenses. C.R.S. 35-80-112.5(1).
- A license issued under the Pet Animal Care and Facilities Act *shall* be denied, suspended, refused to renew, or revoked if the applicant or licensee or any other person who has or would have substantial control over the licensee or its daily operations has been convicted, at any time, of offenses related to animal fighting, aggravated cruelty to animals, or a second or subsequent offense of cruelty to animals. C.R.S. 35-80-112.5(2).

Pharmacist and Pharmaceuticals

- The board may take disciplinary action upon proof that a licensee is guilty of the commission of a felony or has had accepted by a court a plea of guilty or nolo contendere to a felony or has received a deferred judgment and sentence for a felony, has violated any state or federal law pertaining to drugs, or has failed to notify the board of any criminal conviction or deferred judgment. In considering the conviction, the board will be governed by section 24-5-101. C.R.S. 12-280-126, 3 CCR 719-1:9.00.00.
- Pharmaceutical wholesaler and manufacturers licenses may also be adversely affected by a criminal conviction. C.R.S. 12-280-114(2)(b), 12-280-303(5), 3 CCR 719-1:15.00.00. Criminal records check provisions apply. C.R.S. 12-280-304.
- Pharmacy technicians must submit to a criminal history record check. C.R.S. 12-280-115.5(2)(b).
- Addiction program controlled substance licenses *shall* not be granted to individuals convicted within the last two years of violating any state or federal law regulating controlled substances. C.R.S. 27-80-207(3). Such licenses may be denied, suspended, or revoked if the licensee has been convicted of, or pleaded guilty or nolo contendere to, a felony under any state or federal law relating to a controlled substance. C.R.S. 27-80-208(1).
- Upon conviction of any person for a violation of the drug laws in part 4 of article 18 of title 18, C.R.S., a copy of the judgment, sentence, and opinion shall be sent

- by the court to the state Board of Pharmacy or the Department of Public Health and Environment or officer, if any, by whom the convicted defendant has been licensed or registered to practice his profession. C.R.S. 18-18-417.
- Any person applying for a new pharmacy license or to renew, reinstate, or reactivate a pharmacy license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.
 - Registration to manufacture, distribute, or dispense a controlled substance may be suspended or revoked upon a finding that the registrant has been convicted of a felony under any state or federal law relating to any controlled substance. C.R.S. 18-18-304(1).

Physical Therapy

- It is grounds for disciplinary action for a physical therapist to have been convicted of, or pled guilty or nolo contendere to, any crime related to the licensee’s practice of physical therapy, a felony, or any act specified in section 12-285-128. The disciplinary action shall be governed by section 24-5-101. C.R.S. 12-285-120(1)(q). Self-reporting provisions apply. 4 CCR 732-1:106.
- Similar provisions apply to physical therapist assistants. C.R.S. 12-285-211(1)(m).
- The board has the power to conduct criminal history checks. C.R.S. 12-285-106(2)(f).
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Physician and Osteopath

- It is “unprofessional conduct,” potentially resulting in discipline or refusal of a license, to have been convicted of an offense of moral turpitude, a felony, or a crime that would constitute a violation of article 240 of title 12, C.R.S. Includes entry of a guilty plea or nolo contendere, or the imposition of a deferred sentence. C.R.S. 12-240-121(1)(b).
- It is “unprofessional conduct,” potentially resulting in discipline or refusal of a license, to have been convicted of violating any federal or state law regulating the possession, distribution, or use of any controlled substance, as defined by section

18-18-102(5). This provision shall be governed by section 24-5-101. Includes entry of a plea of guilty or nolo contendere, or the imposition of a deferred sentence. C.R.S. 12-240-121(1)(d).

- The board has the power to conduct criminal history checks. C.R.S. 12-240-106(3).
- For more information, see 3 CCR 713-36:380.
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Physician or Anesthesiologist Assistant

- See Physician and Osteopath. C.R.S. 12-240-113(5), 12-240-112(4).

Plumber and Water Conditioner

- The board may take disciplinary action for conviction of or acceptance of a guilty plea or plea of nolo contendere by a court to a felony. In considering the disciplinary action, the board shall be governed by section 24-5-101. C.R.S. 12-155-113(1)(f). Self-reporting provisions apply. 3 CCR 720-1:7.0.

Podiatrist

- The board may take disciplinary action against a licensee for conviction of a felony, any crime that would constitute a violation of article 290 of title 12, or any violation of federal or state law regulating the possession, distribution, or use of controlled substances as defined in section 18-18-102(5). Includes entry of a plea of guilty or nolo contendere or the imposition of a deferred sentence. C.R.S. 12-290-108(2), -108(3)(b), -108(3)(i).
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Powersports Vehicles

- Most powersports vehicle related licenses may be denied, suspended, or revoked for having been convicted of or pled nolo contendere to any felony or crime pursuant to article 3, 4, or 5 of title 18, C.R.S., or any like crime pursuant to federal law or the law of another state, or for willingly violating any state or federal law or rule respecting commerce or powersports vehicles. C.R.S. 44-20-420.
- Any license issued pursuant to part 4, article 20, title 44, C.R.S., *shall* be revoked or denied if the licensee or applicant has been convicted of or pleaded no contest to any of the following offenses in this state or any other jurisdiction during the previous ten years:
 - o A felony under article 3, 4, or 5 of title 18, C.R.S, or any similar crime.
 - o A crime involving salvage fraud or the defrauding of a retail consumer in a powersports vehicle sale or lease transaction.
- Background check provisions apply. For more information, see section 44-20-420(8) and 1 CCR 205-2:44-20-420(3)(c), -420(5)(h), -420(6).
- The franchise of a powersports vehicle dealer may be cancelled for conviction of, or a plea of guilty or nolo contendere to, a felony. C.R.S. 44-20-423(1)(d)(III).

Private Investigator

- A licensed private investigator applicant must submit to a criminal history record check. C.R.S. 12-160-107(2).
- The director may take disciplinary action against an applicant or licensee if the individual is convicted of or has entered a plea of guilty or nolo contendere to a felony; to an offense, the underlying factual basis of which involves unlawful sexual behavior, domestic violence, or stalking; or to violation of a protection order. Subject to section 24-5-101. Includes a self-reporting provision. C.R.S. 12-160-110(1).

Private Occupational School

- Instructional staff or prospective instructional staff must provide fingerprints for a criminal history check. The results will be used to assess whether the individual is “of good reputation and free from moral turpitude.” C.R.S. 23-64-110, 23-64-112(1)(l). Additional restrictions applicable to private occupational schools can be found at 8 CCR 1504-1:III.

Psychiatric Technician

- A license may be withheld, or disciplinary action may be taken against, a psychiatric technician who had been convicted of a felony or any crime that would constitute a violation of article 295 of title 12, or has engaged in any conduct which would constitute a crime as defined in title 18 and which conduct

- relates to such person's employment as a psychiatric technician. C.R.S. 12-295-111(1)(b), -111(1)(l), 12-295-112(2).
- Conviction includes pleas of guilty and nolo contendere, as well as the imposition of a sentence that is deferred prior to final sentencing or dismissal with prejudice. C.R.S. 12-295-111(1)(b).
 - Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: "Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant's health care profession in any state or country." The information provided will be made available to the general public. C.R.S. 12-30-102.

Psychologist and Psychotherapist

- See Mental Health Professional.

Radioactive Materials

- Individuals with access to certain types of radioactive materials are subject to criminal history record checks. 6 CCR 1007-1:22.10, -1:22.11.

Real Estate Appraiser and Appraisal Management

- The board may deny or refuse to renew an application for licensure as an appraiser or appraisal management company, after a mandatory criminal history records check, based on the applicant's criminal history. Self-reporting provisions apply. C.R.S. 12-10-606(6), 12-10-607(3), 12-10-610(4), 12-10-612(1), 4 CCR 725-2:6, -2:13, -2:17.
- The board may take disciplinary action against a licensee who is convicted of a felony or has had accepted by a court a plea of guilty or nolo contendere to a felony if the felony is related to the ability to act as a real property appraiser. Subject to the provisions of section 24-5-101. C.R.S. 12-10-613(1)(a).
- The board may suspend or permanently revoke the license of an appraisal management company, or issue a fine, if the licensee has been convicted of, or entered a plea of guilty, an Alford plea, or a plea of nolo contendere to, any misdemeanor or felony relating to the conduct of an appraisal, theft, embezzlement, bribery, fraud, misrepresentation, deceit, or any other like crimes under state or federal law. C.R.S. 12-10-614(1)(m).

Real Estate Broker or Salesperson

- Applicants for a real estate broker's license must submit to a fingerprint-based criminal history check. C.R.S. 12-10-203(1)(b).

- The commission may censure, suspend, or permanently revoke a license for conviction of, entering a plea of guilty to, or entering a plea of nolo contendere to any crime in article 3 of title 18, C.R.S. (offenses against persons); parts 1 to 4 of article 4 of title 18, C.R.S. (offenses against property); parts 1, 2, 3, 4, 5, 7, 8, or 9 of article 5 of title 18, C.R.S. (offenses involving fraud); article 5.5 of title 18, C.R.S. (computer crime); parts 3, 4, 6, 7, and 8 of article 6 of title 18, C.R.S. (family relations, including domestic violence); parts 1, 3, 4, 5, 6, 7, and 8 of article 7 of title 18, C.R.S. (offenses related to morals); part 3 of article 8 of title 18, C.R.S. (bribery and corrupt influences); article 15 of title 18, C.R.S. (loan offenses); article 17 of title 18, C.R.S. (organized crime); sections 18-18-404, 18-18-405, 18-18-406, 18-18-411, 18-18-412.5, 18-18-412.7, 18-18-412.8, 18-18-415, 18-18-416, 18-18-422, or 18-18-423 (drug offenses), or any other like crime under Colorado law, federal law, or the laws of other states. Includes the imposition of a deferred judgment or sentence. C.R.S. 12-10-217(1)(n).
- Self-reporting provisions apply. C.R.S. 12-10-217(1)(p).
- In hearings conducted by the commission in which there is the possibility of denial, suspension, or revocation of a license because of conviction of a felony or of a crime involving moral turpitude, the commission shall be governed by section 24-5-101. C.R.S. 12-10-219(6).
- For more information, see 4 CCR 725-1:3.

Respiratory Therapist

- The director may take disciplinary action against a licensee upon proof that the person has been convicted of or has entered and had accepted by a court a plea of guilty or nolo contendere to a felony pursuant to section 18-1.3-401, or any crime as defined in title 18 that relates to such person's employment as a respiratory therapist. Shall be governed by section 24-5-101. C.R.S. 12-300-109(2)(b). Self-reporting provisions apply. 4 CCR 741-1:4.
- Any person applying for a new license or to renew, reinstate, or reactivate a license shall provide to the director of the division of professions and occupations: "Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant's health care profession in any state or country." The information provided will be made available to the general public. C.R.S. 12-30-102.

School Employee

- Nonlicensed school district employees must disclose prior convictions and submit fingerprints for a fingerprint-based criminal history check. C.R.S. 22-32-109.8. They *shall* be disqualified from employment if convicted of, or convicted of attempt, solicitation, or conspiracy to commit, any of the following:
 - o Felony child abuse.
 - o A crime of violence.

- A felony involving unlawful sexual behavior.
- A felony, the underlying basis of which includes an act of domestic violence, subject to a limited exception.
- A felony drug offense committed on or after August 25, 2012, subject to a limited exception.
- Felony indecent exposure.
- A similar offense in any other state or the United States.
- A conviction, in this context, includes conviction by a jury or court, forfeiture of any bail, bond, or other security deposited to secure appearance, payment of a fine, a plea of guilty or nolo contendere, and the imposition of a deferred or suspended sentence. C.R.S. 22-32-109.8(8).
- For additional information, see section 22-32-109.8(6.5).
- Charter school employees are disqualified from employment for the same reasons as listed directly above. C.R.S. 22-30.5-110.7(6.5).
- Institute charter school employees are disqualified from employment for the same reasons as listed directly above. C.R.S. 22-30.5-511.5(2.5).
- Public school service contractors are subject to a criminal records check requirement. C.R.S. 22-32-122(4).
- Students participating in an educator preparation program are subject to a criminal records check requirement. C.R.S. 22-2-119.3.
- For additional information, see Educator.

Sheriff

- No person *shall* be eligible for nomination, election, or appointment as sheriff if that person has ever been convicted of or pleaded guilty or entered a plea of nolo contendere to any felony charge under federal or state laws, unless pardoned. A criminal history check is required. C.R.S. 30-10-501.5(c).

Speech-Language Pathologist

- The director may take disciplinary action upon proof that the certificate holder has been convicted of or pled guilty or nolo contendere to a felony or any crime related to the practice of speech-language pathology or has committed an act specified in section 12-305-114. Subject to the provisions of section 24-5-101. C.R.S. 12-305-112(2)(g). Self-reporting provisions apply. 4 CCR 748-1:11.
- Any person applying for a new license or to renew, reinstate, or reactivate a certificate shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Social Worker

- See Mental Health Professional.

State, County, and Other Governmental Officers

- Every person convicted of a felony *shall* be disqualified from holding any office of honor, trust, or profit under the laws of Colorado during the actual time of confinement or commitment to imprisonment or release from actual confinement on conditions of probation. C.R.S. 18-1.3-401(3).
- No person convicted of embezzlement of public moneys, bribery, perjury, solicitation of bribery, or subornation of perjury, *shall* be eligible to the general assembly, or capable of holding any office of trust or profit in this state. Colo. Const. art. XII, § 4.
- The governor's office *shall* be declared vacant upon conviction of a felony. Colo. Const. art. IV, §13(1).
- The governor and other state and judicial officers are liable to impeachment for high crimes or misdemeanors. Colo. Const. art. XIII, § 2.
- A court may adjudge that the state treasurer be removed from office if he or she is guilty of various crimes. C.R.S. 24-22-108.
- Any official of a government unit may be removed from office for having been convicted of violating section 11-47-118(1). C.R.S. 11-47-118(2).
- Any officer failing or refusing to pay to the county treasurer or the state treasurer the fees of his office is guilty of a crime and may be removed from office by the court before which the conviction was had. C.R.S. 30-1-117.
- When a county officer is found guilty of any felony or infamous crime by a court or jury, the board of county commissioners *shall* immediately suspend the officer, and once the conviction is final, *shall* remove the officer from his office. C.R.S. 30-10-105(2).
- County treasurers may be removed from office upon being convicted of failing, neglecting, or refusing to perform the duties of their office. C.R.S. 30-10-726.
- A director of a special district *shall* be removed if convicted of a felony. C.R.S. 32-1-905(1)(e).
- Any member of the state personnel board may be removed by the governor for final conviction of a felony or any other offense involving moral turpitude. Colo. Const. art. XII, § 14(2); C.R.S. 24-50-103(5).
- Employees and individuals who have access through a state agency to federal tax information must undergo a criminal history record check. C.R.S. 24-50-1002. The same is true of county departments. C.R.S. 24-50-1003.
- Employees of county departments who have direct contact with children placed or in the process of being placed in foster care are subject to criminal background checks and disqualification based on some prior convictions. C.R.S. 26-6-104(7.5).
- Members of the domestic violence fatality review board are subject to a criminal history record check. C.R.S. 24-31-702(2)(f).

- A director or officer of a drainage district shall forfeit his or her office if convicted of having an interest in a contract. C.R.S. 37-24-107, 37-31-123.

State Employee – Department of Human Services

- The Department of Human Services defines “conviction” as including a verdict of guilty, a plea of guilty or nolo contendere, or adjudication for an offense that would constitute a criminal offense if committed by an adult. It includes a deferred judgment and sentence or deferred adjudication that has not been successfully completed. C.R.S. 27-90-111(2)(b).
- A person *shall* be disqualified, as an employee of the department or an independent contractor, from employment involving direct contact with vulnerable persons regardless of the length of time that may have passed since the discharge of the sentence imposed for any of the following criminal offenses:
 - o A crime of violence.
 - o Any felony offense involving unlawful sexual behavior.
 - o Any felony, the underlying facts of which have been found by a court on the record to include an act of domestic violence.
 - o Any felony offense of child abuse.
 - o Similar offenses in other states.
 - o For additional information, see section 27-90-111(9)(b).
- A person *shall* be disqualified, as an employee of the department or an independent contractor, from employment involving direct contact with vulnerable persons if less than ten years have passed since the person was discharged from a sentence imposed for conviction of any of the following criminal offenses:
 - o Third degree assault.
 - o Any misdemeanor, the underlying factual basis of which has been found by the court on the record to include an act of domestic violence.
 - o Violation of a protective order.
 - o Any misdemeanor offense of child abuse.
 - o Any misdemeanor offense of sexual assault on a client by a psychotherapist.
 - o Similar offenses in other states.
 - o For additional information, see section 27-90-111(9)(c).
- If a person was adjudicated a juvenile delinquent for the commission of any of the disqualifying offenses listed above, and more than seven years have elapsed since the commission of the offense, the person may submit a request for reconsideration of the disqualification. C.R.S. 27-90-111(9)(d).
- Background check provisions apply. C.R.S. 27-90-111(4).
- A person who is required to register as a sex offender *shall not* work at a Department of Human Services juvenile facility, or an entity that contracts with the Department of Human Services for the operation of a juvenile facility. C.R.S. 19-2-403.3, 19-2-410(4).

- Background checks are mandatory for all employees who have direct contact with any vulnerable person, and most employees of facilities that administer drugs. C.R.S. 25-1.5-302(8), 27-90-111(4).
- Employees of county departments providing protective services to at-risk adults, or who have direct contact with children, must undergo a criminal history records check. C.R.S. 26-3.1-107, 12 CCR 2509-1:7.000.6, 12 CCR 2518-1:30.320.

State Employee – Department of Revenue

- All employees with access to Colorado driver's licenses and identification cards must submit to a criminal history record check. C.R.S. 42-1-224.

State Employee – General

- Persons in the state personnel system may be dismissed, suspended, or otherwise disciplined by the appointing authority upon final conviction of a felony or other offense which involves moral turpitude. Colo. Const, art. XII, § 13(8).
- In considering the conviction of a crime, the board shall be governed by section 24-5-101. C.R.S. 24-50-125.
- For additional information, see 4 CCR 801-1:6. Background checks are required for employment by most state and county agencies.

Stockbroker, Commodities, and Securities Sales Representative

- Brokers and dealers required to register with the SEC *shall* have their license limited or suspended for a period not to exceed twelve months if, within the last ten years, they have been convicted of a variety of felony or misdemeanor offenses. 15 U.S.C. § 78o(b)(4).
- Securities registered by qualification must disclose certain criminal history information. C.R.S. 11-51-304(6)(c).
- Several statutory exemptions to securities regulation may be withdrawn if certain participating parties have been convicted within ten years of any felony in connection with the purchase or sale of any security. C.R.S. 11-51-310(2).
- Several regulatory exemptions to securities regulation may be withdrawn if an issuer of securities had been convicted of certain crimes. 3 CCR 704-1:51-3.11, -3.19, -3.30.
- Several statutory exemptions to commodities regulation may be withdrawn if certain participating parties have been convicted within ten years of any crime involving fraud or unlawful taking. C.R.S. 11-53-105(4).
- Crowdfunding online intermediaries, and persons with management authority over online intermediaries, must not have been subject to certain convictions. C.R.S. 11-51-308.5(3)(c)(VII).
- For additional information, see Investment Advisor and Representative.

Student

- See Elementary and Secondary School Attendance, and University or College Attendance, in the Other Civil Rights and Privileges chapter.

Student Loan Servicer

- Applicants must disclose the history of criminal convictions for the applicant and applicable partners, members, officers, directors, and principal employees. That information is used to make a determination of good character. C.R.S. 5-20-106(2), -106(3).

Surgical Assistant or Technologist

- Registrants are subject to criminal history record check and self-reporting provisions. C.R.S. 12-310-103, 12-310-107.
- The director may take disciplinary action upon proof that the registrant has been convicted of, or pled guilty or nolo contendere to, a misdemeanor related to drugs or alcohol or a felony. Subject to the provisions of section 24-5-101. C.R.S. 12-310-106(2)(g), 4 CCR 745-1:3.
- Any person applying for a new registration or to renew, reinstate, or reactivate a registration shall provide to the director of the division of professions and occupations: “Any final criminal conviction or plea arrangement resulting from the commission or alleged commission of a felony or crime of moral turpitude in any jurisdiction at any time after the applicant has been issued a license, certification, or registration to practice the applicant’s health care profession in any state or country.” The information provided will be made available to the general public. C.R.S. 12-30-102.

Surveyor

- The board may take disciplinary action for a felony that is related to the ability to practice land surveying. Includes pleas of nolo contendere. C.R.S. 12-120-306(1)(c), 4 CCR 730-1:3.1.
- Applicants must disclose any felony conviction. Subject to the provisions of section 24-5-101. C.R.S. 12-120-309.
- The board may revoke the licensure of any professional land surveyor convicted under the laws pertaining to the perpetuation of land survey monuments. C.R.S. 38-53-110(3).

Taxi Driver

- Any person *shall* be disqualified from driving a taxicab for a holder of a certificate if a criminal history check reveals that:
 - o The individual is not of good moral character.

- The individual has been convicted of a felony or misdemeanor involving moral turpitude, including any unlawful sexual offense against a child.
- Within the last two years, has been convicted of driving under the influence, driving with excessive alcohol content, driving while ability impaired, or any comparable offenses as defined by any state or the United States.
- For additional information, see section 40-10.1-110.
- The results of the criminal history check will be considered in accordance with section 24-5-101(2).
- Any license issued by the public utilities commission may be suspended or revoked for repeated violations of registration requirements in sections 42-8-105 and 42-8-106. C.R.S. 42-8-109(3).
- For additional information, see 4 CCR 723-6:6114.

Towing Carrier

- The Public Utilities Commission may suspend, revoke, or amend a towing carrier permit if the carrier has been convicted of, or pleaded guilty or nolo contendere to, a felony. C.R.S. 40-10.1-112(1)(d).
- Any license issued by the Public Utilities Commission may be suspended or revoked for repeated violations of registration requirements in sections 42-8-105 and 42-8-106. C.R.S. 42-8-109(3).
- The commission may deny an application of a person who has, within the preceding five years, been convicted of, or pled guilty or nolo contendere to, a felony. C.R.S. 40-10.1-401(2).
- For more information, see 4 CCR 723-6:6504.

Transportation Network Company Driver

- Before being permitted to act as a driver, and every five years thereafter, an individual must obtain and provide to the network company a criminal record check. The individual *shall* not serve as a driver if he or she has been convicted or pled guilty or nolo contendere to driving under the influence of drugs or alcohol in the previous seven years, any felony within the last five years, or the following felony offenses at any time:
 - An offense involving fraud as described in article 5 of title 18.
 - An offense involving unlawful sexual behavior as described in section 16-22-102(9).
 - An offense against property as described in article 4 of title 18.
 - A crime of violence as described in section 18-1.3-406.
 - A comparable offense to any of the above under other state or federal law.
 - For more information, see section 40-10.1-605(3).
- Before permitting an individual to act as a driver on its digital network, a transportation company shall obtain a driving history and *shall* not permit someone to be a driver if they have a record of:
 - More than three moving violations in the preceding three years.

- A major moving violation in the preceding three years, whether committed in this state or another state, including vehicular eluding, reckless driving, and driving under restraint.
- For more information, see section 40-10.1-605(4).

Vehicle Booting Company

- The commission may deny an application to operate for a person who has been convicted of, or pled guilty or nolo contendere to, a felony within the preceding five years. C.R.S. 40-10.1-801(2).

Veterinarian

- The board may take disciplinary action against an applicant or license for:
 - Conviction of a charge of cruelty to animals. C.R.S. 12-315-112(1)(n).
 - Conviction of a violation of the “Uniform Controlled Substances Act of 2013,” article 18 of title 18, C.R.S., the federal “Controlled Substances Act,” or the federal “Controlled Substances Import and Export Act.” C.R.S. 12-315-112(1)(o).
 - Conviction of a crime in the courts of this state or any state for an offense related to conduct regulated in article 315 of title 12, C.R.S., regardless of whether the sentence is deferred. Includes pleas of guilty and nolo contendere. C.R.S. 12-315-112(1)(p).
 - Conviction upon charges that involve the unlawful practice of veterinary medicine. C.R.S. 12-315-112(1)(q).
- Self-reporting provisions apply. C.R.S. 12-315-112(1)(x).

Comments and Feedback

I have undoubtedly missed some things and misstated others. Any feedback, corrections, or suggestions for how to improve subsequent versions of this publication would be greatly appreciated. Please contact me at: mark.evans@coloradodefenders.us.