

# Safety, Not Status

## Ending SSN Barriers in Background Checks

Bill Sponsors: Representative Joseph & Ricks & Senator Weissman

### The Problem

In Colorado, many schools, nonprofits, and volunteer programs **require a Social Security Number (SSN) for non-employment background checks**, despite neither the FBI nor CBI requiring it for a criminal background check, and Colorado law not requiring its inclusion.

This blocks thousands of undocumented Coloradans, from fully participating in non-employment opportunities like:

- Volunteering in their kid's school
- Getting (non-employment) college internships
- Completing practicums for nursing, teaching or counseling
- Obtaining business contracts & entrepreneurial activities

This barrier **excludes people based on immigration status, not reasons of safety**, creating unnecessary barriers.



## What the Bill Does

This bill ensures that **background checks for non-employment opportunities** (like volunteering, clinical educational experiences, and independent contracting roles) **do not require a Social Security Number.**

## Key Provisions

- Schools, hospitals, nonprofits, contractors, and volunteer groups **cannot require SSNs** for non-employment background checks, except where law or financial regulations require it.
- Protects safety by keeping all criminal history checks in place using name-based and fingerprint-based background checks — while removing immigration status barriers.
- Creates a civil penalty enforceable by the Attorney General for entities requiring a SSN in violation of the bill.



## Why It Matters

**Equity & Inclusion:** Everyone deserves the chance to study and volunteer without being excluded because of immigration status.

**Community Safety:** Background checks remain intact — focused on actual safety, not immigration status.

**Strong Workforce:** Colorado is stronger when qualified people can fully participate in education and the workforce, contributing their cultural & linguistic skills to serve our diverse state.

## Our Message

**Colorado should be a place where safety, not status determines opportunity.** By removing unnecessary SSN barriers, we strengthen our communities, protect our kids, and ensure everyone can contribute.