



Summary of Private Sector Ban the Box Policies

Last Updated: 1/2019

Location	Effective Date	Employers Regulated					Where in the Process Inquiry Can Be Made			EEOC Criteria Incorporated and/or Individualized Assessment	Required Wait Before Adverse Decision (in days)		
		Statewide	Public Employers	Private Employers	District	City	County	At Any Time	After Initial Application/ Screening			At or After Initial Interview	After Conditional Offer
CALIFORNIA	1/1/2018	X	X	X							X	X	5 business days
Los Angeles	1/22/2017		X	X		X					X	X	5 business days
San Francisco	8/13/2014			X		X	X			live interview or	X	X	7 days
CONNECTICUT	1/1/2017	X	X	X					X				
DISTRICT OF COLUMBIA	12/17/2014		X	X	X						X	X	
HAWAII	7/15/1998	X	X	X							X	X	
ILLINOIS	1/1/2015	X		X						X	if no interview		
Chicago	1/1/2015			X		X				X	if no interview	X	
MARYLAND													
Baltimore	8/13/2014		X	X		X					X		
Montgomery County	1/1/2015		X	X			X			X		X	7 days
Prince George's County	1/20/2015		X	X			X			X		X	7 days
MASSACHUSETTS	11/4/2010	X	X	X					X				
MINNESOTA	1/1/2014	X	X	X					X		if no interview		
MISSOURI													
Columbia	12/1/2014		X	X		X					X	X	
Kansas City	6/9/2018			X		X				X		X	
NEW JERSEY	3/1/2015	X	X	X						X			
Newark ** preempted by state	11/18/2012		X	X		X					X	X	
NEW YORK												Article 23-A	
Buffalo	1/1/2014		X	X		X				X		Article 23-A	
New York City	10/27/2015		X	X		X					X	X	3 business days
Rochester	11/18/2014		X	X		X				X		Article 23-A	
Westchester County	3/4/2019		X	X			X		X			Article 23-A	
OREGON	1/1/2016	X	X	X						X	if no interview		
Portland	7/1/2016		X	X		X					X	X	
PENNSYLVANIA													
Philadelphia	3/14/2016		X	X		X					X	X	10 business days
RHODE ISLAND	1/1/2014	X	X	X						X			
TEXAS													
Austin	4/4/2016		X	X		X					X	X	
U.S. Virgin Islands	11/10/2018	territory-wide	X	X				convictions only					
VERMONT	7/1/2017	X	X	X					X				
WASHINGTON	6/7/2018	X	X	X					X				
Seattle	11/1/2013		X	X		X			X			X	2 business days
Spokane	6/14/2018			X		X				X	if no interview		