

# SUMMARY OF PRIVATE SECTOR BAN THE BOX POLICIES

Last Updated: 04/2021



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)	Additional details required in Pre-Adverse and/or Final Adverse Notice
		Statewide	Public Employers	Private Employers	District	City	County	At Any Time	After Initial Application/ Screening	At or After Initial Interview	After Conditional Offer			
<b>CALIFORNIA</b>	1/1/2018	X	X	X							X	X	5 Business Days <small>(Potential Additional 3 Days)</small>	X
Los Angeles	1/22/2017		X	X		X					X	X	5 Business Days	X
San Francisco	8/13/2014			X		X	X			Live Interview	X	X	7 Days	
<b>COLORADO</b>	9/1/2019	X	X	X					X					
<b>CONNECTICUT</b>	1/1/2017	X	X	X					X					
<b>DISTRICT OF COLUMBIA</b>	12/17/2014		X	X	X						X	X		
<b>HAWAII</b>	7/15/1998	X	X	X							X	X		
<b>ILLINOIS</b> <small>(original effective date 1/1/2015)</small>	3/23/2021	X		X							X	X	5 Business Days	X
Chicago	1/1/2015			X		X				X	If No Interview	X		
<b>IOWA</b>														
City of Waterloo	7/1/2019		X	X		X					X			
<b>MARYLAND</b>	1/29/2020	X	X	X						X				
Baltimore	8/13/2014		X	X		X					X			
Montgomery County <small>(original effective date 1/1/2015)</small>	2/19/2021		X	X			X				X	X	7 Days	
Prince George's County	1/20/2015		X	X			X			X		X	7 Days	X
<b>MASSACHUSETTS</b>	11/4/2010	X	X	X					X					X
<b>MINNESOTA</b>	1/1/2014	X	X	X					X		If No Interview			
<b>MISSOURI</b>														
Columbia	12/1/2014		X	X		X					X	X		
Kansas City	6/9/2018			X		X				X		X		
<b>NEW JERSEY</b>	3/1/2015	X	X	X						X				
Newark ** preempted by state	11/18/2012		X	X		X					X	X		
<b>NEW MEXICO</b>	6/14/2019	X	X	X						X				
<b>NEW YORK</b>												Article 23-A		
Buffalo	1/1/2014		X	X		X				X		Article 23-A		
New York City <small>(original effective date 10/27/2015)</small>	7/29/2021		X	X		X					X	X	5 Business Days	X
Rochester	11/18/2014		X	X		X				X		Article 23-A		
Suffolk County	7/11/2020		X	X			X			X				
Westchester County	3/4/2019		X	X			X		X			Article 23-A		
<b>OREGON</b>	1/1/2016	X	X	X						X	If No Interview			
Portland	7/1/2016		X	X		X					X	X		
<b>PENNSYLVANIA</b>														
Philadelphia	3/14/2016		X	X		X					X	X	10 Business Days	
<b>RHODE ISLAND</b>	1/1/2014	X	X	X						X				
<b>TEXAS</b>														
Austin	4/4/2016		X	X		X					X	X		X
<b>U.S. VIRGIN ISLANDS</b>	11/10/2018	Territory-Wide	X	X				Convictions Only						
<b>VERMONT</b>	7/1/2017	X	X	X					X					
<b>WASHINGTON</b>	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			X