

SUMMARY OF PRIVATE SECTOR BAN THE BOX POLICIES

Last Updated: 09/2021



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			
CALIFORNIA	1/1/18	X	X	X							X	X	5 Business Days (Potential Additional 5 Days)	X
Los Angeles	1/22/17		X	X		X					X	X	5 Business Days	X
San Francisco	8/13/14			X		X	X			Live Interview	X	X	7 Days	
COLORADO	9/1/19	X	X	X					X					
CONNECTICUT	1/1/17	X	X	X					X					
DISTRICT OF COLUMBIA	12/17/14		X	X	X						X	X		
HAWAII	7/15/98	X	X	X							X	X		
ILLINOIS (Originally 1/1/2015)	3/23/21	X		X							X	X	5 Business Days	X
Chicago	1/1/15			X		X				X	If No Interview	X		
IOWA														
City Of Waterloo	7/1/19		X	X		X					X			
MAINE	10/18/21	X	X	X					X					
MARYLAND	1/29/20	X	X	X						X				
Baltimore	8/13/14		X	X		X					X			
Montgomery County (Originally 1/1/15)	2/19/21		X	X				X			X	X	7 Days	
Prince George's County	1/20/15		X	X				X		X		X	7 Days	X
MASSACHUSETTS	11/4/10	X	X	X					X					X
MINNESOTA	1/1/14	X	X	X					X		If No Interview			
MISSOURI														
Columbia	12/1/14		X	X		X					X	X		
Kansas City	6/9/18			X		X				X		X		
NEW JERSEY	3/1/15	X	X	X						X				
Newark *Preempted By State	11/18/12		X	X		X					X	X		
NEW MEXICO	6/14/19	X	X	X						X				
NEW YORK												Article 23-A		
Buffalo	1/1/14		X	X		X				X		Article 23-A		
New York City (Originally 10/27/15)	7/29/21		X	X		X					X	X	5 Business Days	X
Rochester	11/18/14		X	X		X				X		Article 23-A		
Suffolk County	7/11/20		X	X			X			X				
Westchester County	3/4/19		X	X				X				Article 23-A		
OREGON	1/1/16	X	X	X						X	If No Interview			
Portland	7/1/16		X	X		X					X	X		
PENNSYLVANIA														
Philadelphia (Originally 3/14/16)	4/1/21		X	X		X					X	X	10 Business Days	
RHODE ISLAND	1/1/14	X	X	X						X				
TEXAS														
Austin	4/4/16		X	X		X					X	X		X
U.S. VIRGIN ISLANDS	11/10/18	Territory-Wide	X	X				Convictions Only						
VERMONT	7/1/17	X	X	X					X					
WASHINGTON	6/7/18	X	X	X					X					
Seattle	11/1/13		X	X		X			X			X	2 Business Days	
Spokane	6/14/18			X		X				X	If No Interview			X