



Summary of Private Sector Ban the Box Policies

Last Updated: 3/2018

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	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	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 days
Rochester	11/18/2014		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	
VERMONT	7/1/2017	X	X	X				X				
WASHINGTON												
Seattle	11/1/2013		X	X		X		X			X	2 business days
Spokane	6/14/2018			X		X			X	if no interview		