

SUMMARY OF BAN THE BOX/FAIR CHANCE POLICIES

Last Updated: 12/2022



Location	Effective Date	Employers Regulated					When Can Record Inquiries 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	Records may be LIMITED to Conviction Data
		Public Employers	Private Employers	Statewide	County	City	After Initial Application/Screening	At or After Initial Interview	After Conditional Offer				
CALIFORNIA	1/1/18	X	X	X					X	X	5 - Business Days (+ Additional 5 Days)	X	X
Los Angeles	1/22/17	X	X			X			X	X	5 - Business Days	X	
San Francisco	8/13/14		X		X	X		X	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	X - If no interview.	X	5 - Business Days	X	X
IOWA													
Waterloo	7/1/19	X	X			X			X				
Des Moines	11/15/21	X	X			X		X	X				
MAINE	10/18/21	X	X	X				X	X				
MARYLAND	1/29/20	X	X	X				X					
Montgomery County (originally 1/1/2015)	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 (originally 11/4/2010)	4/13/18	X	X	X			X			X		X	X
MINNESOTA	1/1/14	X	X	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			X
St Louis	1/1/21		X			X		X		X			X
NEW JERSEY	3/1/15	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	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		X			Article 23-A			
OREGON	1/1/16	X	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		X
RHODE ISLAND	1/1/14	X	X	X				X					
SOUTH CAROLINA													
Columbia	8/6/19	X	X			X			X	X	10 - Business Days	X	X
TEXAS													
Austin	4/4/16	X	X			X			X	X		X	
DeSoto	6/1/21	X	X			X			X	X		X	
U.S. VIRGIN ISLANDS	11/10/18	X	X	X									X
VERMONT	7/1/17	X	X	X			X			X			
VIRGINIA	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	X - If no interview.			X	

NOTE: This information should not be construed as legal advice, guidance or counsel. Employers and others using background reports should consult their own attorney with regard to all applicable Local, State & Federal laws.