

Summary of Private Sector Ban the Box Policies

Last Updated:
2/2017

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												
Los Angeles	1/22/2017		x	x		x					x	5 business days
San Francisco	8/13/2014								live interview or			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									if no interview		
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									if no interview		
MISSOURI												
Columbia	12/1/2014		x							x	x	
NEW JERSEY	3/1/2015	x	x	x					x			
Newark preempted by state	11/18/2012											
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	3 days
Rochester	11/18/2014		x	x		x			x		Article 23-A	
OREGON	1/1/2016									if no interview		
Portland	7/1/2016		x	x		x				x	x	
PENNSYLVANIA												
Philadelphia	3/14/2016											10 business days
RHODE ISLAND	1/1/2014											
TEXAS												
Austin	4/4/2016		x	x		x				x	x	
VERMONT	7/1/2017											
WASHINGTON												
Seattle	11/1/2013		x	x		x		x			x	2 business days