

State	Key Municipalities	Covered Employers	Notes
Alabama		N/A	
Alaska		N/A	
Arizona		N/A	
Arkansas		N/A	
California		Any employer with five or more employees	Criminal background inquiries prohibited until after conditional job offer
	Compton	Contractors doing business with city	Background check allowed only after conditional job offer
	Los Angeles	Any employer in the city with 10 or more employees	Criminal history questions only after conditional job offer
	Richmond	Private employers with 10 or more employees that contract with city	Applies regardless of where the employer is based
	San Francisco	Effective October 1, 2018, applies to employers with 5 or more employees (replaces prior threshold of 20 or more)	Bans criminal inquiries, or requiring disclosure of conviction history, until conditional job offer has been made
Colorado		N/A	
Connecticut		All employers	Bans criminal history questions on initial job applications with very limited exceptions

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	Hartford	Contractors doing business with the city	Background checks only after conditional employment offer
	New Haven	Contractors doing business with the city	Background checks only after conditional job offer
Delaware		N/A	
District of Columbia		All employers with more than 10 employees	Background check only after conditional employment offer
Florida		N/A	
Georgia		N/A	
Hawaii		Private employers	No criminal history inquiries prior to conditional employment offer
Idaho		N/A	
Illinois		Private employers with 15 or more employees	No criminal history inquiries prior to job interview, or until after conditional job offer if no interview occurs
	Chicago	Private employers with less than 15 employees	Bans criminal history questions prior to job interview, or until after conditional job offer if no interview occurs
	Cook County	Private employers with less	Mirrors Chicago's criminal

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		than 15 employees	history ordinance
Indiana		N/A	
	Indianapolis	Contractors doing business with the city	No criminal history questions until after first interview
Iowa		N/A	
Kansas		N/A	
Kentucky		N/A	
	Louisville	Contractors doing business with the city	City prefers vendors that ban the box on job applications and may terminate contracts with those that do not
Louisiana		N/A	
	New Orleans	Contractors doing business with the city	Effective March 1, 2019, city contractors may not ask criminal history questions on initial job applications
Maine		N/A	
Maryland		N/A	
	Baltimore	All employers with 10 or more employees	No criminal records checks or inquiries until a conditional job offer has been made

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	Montgomery County	Any employer employing 15 or more persons in the county	No criminal history questions or background checks until after first interview
	Prince George's County	Any employer with 25 or more full-time employees in the county	No criminal history questions or background checks until after first interview
Massachusetts		Private employers	Prohibits criminal history questions on initial application form, but also bans inquiries about certain types of crimes later in the hiring process
	Boston	Contractors/vendors doing business with the city	
	Cambridge	Contractors/vendors doing business with the city	
	Worcester	Contractors/vendors doing business with the city	
Michigan		N/A	
	Detroit	Contractors doing business with the city when contract is for \$25,000 or more	No criminal conviction questions until contractor interviews applicant or determines applicant is qualified
	Kalamazoo	Contractors providing services to the city for more than \$25,000 or those seeking tax abatement	Must show commitment that they don't use criminal history to discriminate in employment

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Minnesota		Private employers	Bans criminal history inquiries on initial job applications subject to limited exceptions
Mississippi		N/A	
Missouri		N/A	
	Columbia	All employers within city limits	Bans criminal history questions until after conditional job offer
	Kansas City	Private employers with six or more employees	Effective June 9, 2018, no criminal history inquiries until after job interview
Montana		N/A	
Nebraska		N/A	
Nevada		N/A	
New Hampshire		N/A	
New Jersey		Any employer with 15 or more employees over 20 calendar weeks	Includes provision preempting local laws, most notably this supersedes a Newark law which applied to employers with five or more employees
New Mexico		N/A	
New York		N/A	

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	Buffalo	Private employers with 15 or more employees/Contractors doing business with the city	Bans criminal history questions on initial job applications
	New York City	All employers with four or more employees	No criminal inquiries prior to conditional job offer
	Rochester	All employers with four or more employees and contractors doing business with city	No criminal history inquiries until after initial job interview or conditional job offer
	Syracuse	City contractors	No criminal history inquiries, background checks until after conditional job offer
North Carolina		N/A	
North Dakota		N/A	
Ohio		N/A	
Oklahoma		N/A	
Oregon		Private Employers	Unlawful to exclude applicant from job interview solely because of a past criminal conviction
	Portland	Employers with six or more employees	No asking about or accessing criminal records before conditional job offer
Pennsylvania		N/A	

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	Philadelphia	All employers with at least one employee in the city	No criminal background checks prior to conditional job offer
	Pittsburgh	Contractors/vendors doing business with the city	Bans criminal history inquiries until applicant is deemed otherwise qualified for a position
Rhode Island		Employers with four or more employees	Prohibits criminal history inquiries on initial job applications
South Carolina		N/A	
South Dakota		N/A	
Tennessee		N/A	Preempts cities and counties from extending state ban the box law to private employers
Texas		N/A	
	Austin	Employers with 15 or more employees	No criminal history questions or criminal background checks until conditional job offer has been made
Utah		N/A	
Vermont		Private employers	Bans criminal history questions on an initial job application

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Virginia		N/A	
Washington		Private employers	Effective June 6, 2018, no arrest or conviction questions (or criminal background checks) before job applicant is deemed otherwise qualified for a position
	Seattle	Any employer with one or more employees	Need "legitimate business reason" to automatically exclude applicants with arrest or conviction record
	Spokane	Private employers	Effective June 14, 2018, no criminal history questions before a job interview
West Virginia		N/A	
Wisconsin		N/A	
	Madison	Contractors doing business with city on contracts worth more than \$25,000	No criminal history questions, background checks until after conditional offer
Wyoming		N/A	

Source- Society for Human Resource Management, 2018

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