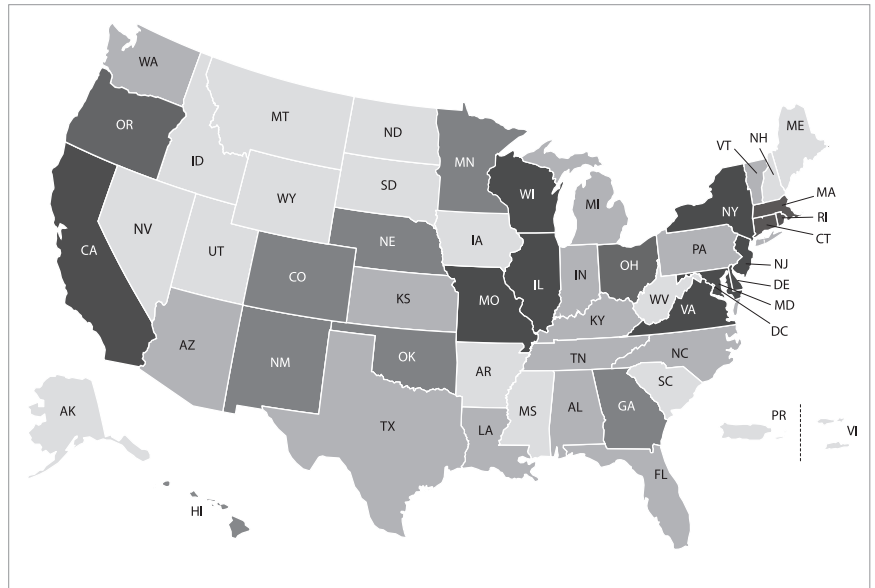


- States where localities have Ban the Box policies
- States with statewide Ban the Box policies
- States with statewide and individual localities with Ban the Box policies



What cities/counties/states have enacted Ban the Box legislation?

“Ban the Box” legislation — or legislation that limits an employer’s right to inquire into a job applicant’s criminal history — is on the rise across the country. Named for the box appearing on many employment applications that an applicant is asked to check to indicate that he or she has a criminal record, these laws are meant to remove barriers to employment for qualified workers with criminal records. Cities, counties and states are increasingly passing Ban the Box laws that have varying and sometimes broad applications. Such legislation may apply to employment by cities or state agencies, private employers, contractors and/or vendors depending on where the employer is doing business.

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## Statewide Ban the Box Policies:

As of April 2016, 22 states have adopted statewide Ban the Box policies.

- |                |                   |                   |
|----------------|-------------------|-------------------|
| 1. California  | 9. Massachusetts* | 17. Oklahoma      |
| 2. Colorado    | 10. Minnesota*    | 18. Oregon*       |
| 3. Connecticut | 11. Missouri      | 19. Rhode Island* |
| 4. Delaware    | 12. Nebraska      | 20. Vermont       |
| 5. Georgia     | 13. New Jersey*   | 21. Virginia      |
| 6. Hawaii*     | 14. New Mexico    | 22. Wisconsin     |
| 7. Illinois*   | 15. New York      |                   |
| 8. Maryland    | 16. Ohio          |                   |

\* While all bans apply to public employers, these states have extended the ban to also cover private employers. Source: <http://www.nelp.org>

## City and County Ban the Box Policies:

As of April 2016, more than a hundred cities and counties have adopted Ban the Box policies.

### Alabama

Birmingham

### Arizona

Pima County  
Tucson

### California

Alameda County  
Berkeley  
Carson  
Compton\*  
East Palo Alto  
Oakland  
Pasadena  
Richmond  
San Francisco\*  
Santa Clara County

### Connecticut

Bridgeport  
Hartford\*  
New Haven\*  
Norwich

### Delaware

New Castle County  
Wilmington

### District of Columbia

Washington, D.C.\*

### Florida

Daytona Beach  
Fort Myers  
Gainesville  
Jacksonville  
Miami-Dade County  
Orlando  
Palm Beach County  
St. Petersburg  
Tallahassee  
Tampa

### Georgia

Albany  
Atlanta  
Fulton County  
Macon-Bibb County  
Savannah

### Illinois

Chicago  
Cook County

### Indiana

Indianapolis

### Kansas

Kansas City  
Wichita  
Wyandotte County

### Kentucky

Louisville

### Louisiana

New Orleans

### Maryland

Baltimore\*  
Montgomery County\*  
Prince George's County\*

### Massachusetts

Boston\*  
Cambridge\*  
Worcester\*

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## Michigan

Ann Arbor  
Detroit\*  
East Lansing  
Genesee County  
Kalamazoo  
Muskegon County  
Saginaw County

## Minnesota

Minneapolis  
St. Paul

## Missouri

Columbia\*  
Kansas City  
St. Louis

## New Jersey

Atlantic City\*  
Newark\*

## New York

Buffalo\*  
Dutchess County  
Ithaca  
New Rochelle  
New York\*  
Newburgh  
Poughkeepsie  
Rochester\*  
Syracuse  
Ulster County  
Yonkers

## North Carolina

Asheville

Carrboro  
Charlotte  
City of Durham  
Cumberland County  
Durham County  
Mecklenburg County  
Spring Lake

## Ohio

Akron  
Canton  
Cincinnati  
Cleveland  
Cuyahoga County  
Dayton  
Hamilton County  
Lucas County  
Massillon  
Newark  
Summit County  
Youngstown

## Oregon

Multnomah County  
Portland\*

## Pennsylvania

Allegheny County  
Allentown  
Bethlehem  
Lancaster  
Philadelphia\*  
Pittsburgh\*

## Rhode Island

Providence

## Tennessee

Chattanooga  
Hamilton County  
Memphis  
Nashville

## Texas

Austin  
Dallas County  
Travis County

## Virginia

Alexandria  
Arlington County  
Charlottesville  
Danville  
Fairfax County  
Fredericksburg  
Harrisonburg  
Newport News  
Norfolk  
Petersburg  
Portsmouth  
Prince William County  
Richmond  
Roanoke  
Virginia Beach

## Washington

Seattle\*  
Spokane  
Tacoma

## Wisconsin

Dane County  
Milwaukee County

\* While all bans apply to public employers, these cities and counties have extended the ban to also cover private employers. Source: <http://www.nelp.org>

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