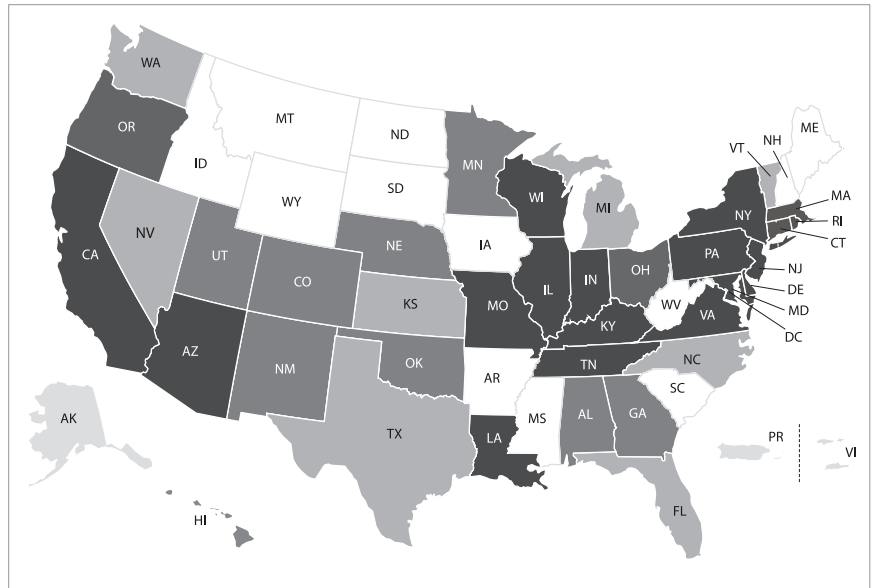


## Ban the Box

- 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



### Question:

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

### Response & Analysis:

“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.

### CONTACT US:

**Truescreen, Inc.**  
 truescreen.com  
 888.276.8518

## Statewide Ban the Box Policies:

As of November 2017, 30 states have adopted statewide Ban the Box policies.

- |                 |                    |                   |
|-----------------|--------------------|-------------------|
| 1. Arizona      | 11. Louisiana      | 21. Ohio          |
| 2. California   | 12. Maryland       | 22. Oklahoma      |
| 3. Colorado     | 13. Massachusetts* | 23. Oregon*       |
| 4. Connecticut* | 14. Minnesota*     | 24. Pennsylvania  |
| 5. Delaware     | 15. Missouri       | 25. Rhode Island* |
| 6. Georgia      | 16. Nebraska       | 26. Tennessee     |
| 7. Hawaii*      | 17. Nevada         | 27. Utah          |
| 8. Illinois*    | 18. New Jersey*    | 28. Vermont*      |
| 9. Indiana      | 19. New Mexico     | 29. Virginia      |
| 10. Kentucky    | 20. New York       | 30. Wisconsin     |

\* 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 November 2017, more than a hundred cities and counties have adopted Ban the Box policies.

<b>Alabama</b> Birmingham	<b>Connecticut</b> Bridgeport Hartford* New Haven* Norwich	Pompano Beach Sarasota St. Petersburg Tallahassee Tampa
<b>Arizona</b> Coconio County Pima County Tucson	<b>Delaware</b> New Castle County Wilmington	<b>Georgia</b> Albany Atlanta Augusta Fulton County Macon-Bibb County Savannah
<b>Arkansas</b> Pulaski County	<b>District of Columbia</b> Washington, D.C.*	<b>Illinois</b> Chicago* Cook County
<b>California</b> Alameda County Berkeley Carson Compton* East Palo Alto Los Angeles* Oakland Pasadena Richmond Sacramento San Francisco* Santa Clara County	<b>Florida</b> Broward County Clearwater Beach Daytona Beach Fort Myers Gainesville Jacksonville Miami-Dade County Orlando Palm Beach County	<b>Indiana</b> Indianapolis
		<b>Kansas</b> Kansas City

## CONTACT US:

**Truescreen, Inc.**  
truescreen.com  
888.276.8518

Wichita  
Wyandotte County

**Kentucky**  
Louisville

**Louisiana**  
New Orleans

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

**Massachusetts**  
Boston\*  
Cambridge\*  
Worcester\*

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

**Minnesota**  
Minneapolis  
St. Paul

**Missouri**  
Columbia\*  
Jackson County  
Kansas City  
St. Louis

**New Jersey**  
Atlantic City\*  
Newark\*

**New York**  
Albany County  
Buffalo\*  
Dutchess County  
Ithaca

New Rochelle  
New York\*  
Newburgh  
Poughkeepsie  
Rochester\*  
Syracuse  
Tompkins County  
Ulster County  
Yonkers

**North Carolina**  
Asheville  
Buncombe County  
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  
Montgomery County

Philadelphia\*  
Pittsburgh\*

**Rhode Island**  
Providence

**Tennessee**  
Chattanooga  
Hamilton County  
Memphis  
Nashville

**Texas**  
Austin\*  
Dallas County  
San Antonio\*  
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  
Milwaukee  
Racine 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>

## CONTACT US:

**Truescreen, Inc.**  
truescreen.com  
888.276.8518