



Connecticut “Ban the Box” FAQs

Public Act No. 16-83

1. Who does the law apply to?

The law applies to “any person engaged in business who has one or more employees, including the state or any political subdivision of the state.”

2. What is the effective date?

Jan. 1, 2017.

3. When is it permissible to ask an applicant about criminal records?

An employer may inquire about a prospective employee’s criminal history record after the initial employment application.

4. Does the law affect when you can conduct a background check?

The law does not mention background checks specifically; however, employers would be well advised to abide by the same restrictions that apply to criminal history inquiries by delaying the background check until after the initial employment application.

5. Are there any “pre-adverse” notification requirements beyond those of the FCRA?

No.

6. Are there any “adverse action” notification requirements beyond those of the FCRA?

No.

7. Are there any other additional notice/disclosure requirements?

No.

8. Does the law impose any additional restrictions or requirements on employers?

No.

9. Does the law allow employment applications to still include the criminal history question with a carve-out for this jurisdiction?

The law makes no mention of whether or not this practice is permitted.



Details matter.

Information current as of July 19, 2016.

10. Does the law provide any exceptions?

Yes. The law does not apply if: (1) the employer is required to ask about criminal history by an applicable state or federal law, or (2) a security or fidelity bond or an equivalent bond is required for the position for which the prospective employee is seeking employment.

11. Does the law supersede or preempt any other law?

No.