

Ban the Box/Fair Chance Laws by State

(Current as of 02/2018. For ongoing Ban the Box news, plus a handy “When to Background Screen flowchart,” visit <https://baradainc.com/background-screening/conducting-background-checks>)

ALABAMA

BIRMINGHAM

ARIZONA

GLENDALE

MARICOPA COUNTY

PHOENIX

PIMA COUNTY

TEMPE

TUCSON

ARKANSAS

PULASKI COUNTY

CALIFORNIA

(state law; public and private employers)

ALAMEDA COUNTY

BERKELEY

CARSON

COMPTON

EAST PALO ALTO

LOS ANGELES

OAKLAND

PASADENA

RICHMOND

SACRAMENTO

SAN FRANCISCO

SANTA CLARA COUNTY

COLORADO

(state law; agencies/licensing agencies)

DENVER

CONNECTICUT

(state law; includes cities and counties)

BRIDGEPORT

HARTFORD

NEW HAVEN

NORWICH

DELAWARE

(state law)

NEW CASTLE COUNTY

WILMINGTON

DISTRICT OF COLUMBIA

(WASHINGTON D.C.)

(law)

FLORIDA

BROWARD COUNTY

CLEARWATER

DAYTONA BEACH

FORT MYERS

GAINESVILLE

JACKSONVILLE

MIAMI-DADE COUNTY

ORLANDO

PALM BEACH COUNTY

POMPANO BEACH

SARASOTA

ST. PETERSBURG

TAMPA

TALLAHASSEE

GEORGIA

(state policy; state agencies)

ALBANY

ATLANTA

GEORGIA (continued)

AUGUSTA

CHEROKEE COUNTY

COLUMBUS

FULTON COUNTY

MACON-BIBB COUNTY

HAWAII

(state law; all public and private employers, includes cities and counties)

ILLINOIS

(state law; private employers and state agencies)

CHICAGO

INDIANA

INDIANAPOLIS

KANSAS

JOHNSON COUNTY

KANSAS CITY

TOPEKA

WICHITA

KENTUCKY

(executive order; state agencies)

LOUISVILLE

LOUISIANA

(state law; some state employers)

BATON ROUGE

NEW ORLEANS

MARYLAND

(state law; state agencies)

BALTIMORE

MONTGOMERY COUNTY

PRINCE GEORGE'S COUNTY

MASSACHUSETTS

(state law; public and private employers)

BOSTON

CAMBRIDGE

WORCESTER

MICHIGAN

ANN ARBOR

DETROIT

EAST LANSING

GENESEE COUNTY

KALAMAZOO

MUSKEGON COUNTY

MINNESOTA

(state law; most public and private employers; all cities and counties)

MINNEAPOLIS

ST. PAUL

MISSOURI

(executive order; state agencies)

COLUMBIA

JACKSON COUNTY

KANSAS CITY

ST. LOUIS

NEBRASKA

(state law; includes cities and counties)

NEVADA

(state law)

NORTH LAS VEGAS

NEW JERSEY

(state law; all public and private employers; preempts city/county laws)

ATLANTIC CITY

NEWARK

NEW MEXICO

(state law; includes cities and counties)

NEW YORK

(state policy; state agencies)

ALBANY COUNTY

BUFFALO

DUTCHESS COUNTY

ITHACA

KINGSTON

NEWBURGH

NEW YORK CITY

ROCHESTER

SYRACUSE

TOMPKINS COUNTY

ULSTER COUNTY

WOODSTOCK

YONKERS

NORTH CAROLINA

ASHEVILLE

BUNCOMBE COUNTY

CARRBORO

CHARLOTTE

CUMBERLAND COUNTY

DURHAM CITY

DURHAM COUNTY

MECKLENBURG COUNTY

SPRING LAKE

WAKE COUNTY

OHIO

(state law; includes cities and counties)

ALLIANCE

AKRON

CANTON

CINCINNATI

CLEVELAND

CUYAHOGA COUNTY

DAYTON

FRANKLIN COUNTY

HAMILTON COUNTY

LUCAS COUNTY

MASSILLON

NEWARK

STARK COUNTY

SUMMIT COUNTY

WARREN

YOUNGSTOWN

OKLAHOMA

(executive order; state agencies)

OREGON

(state law; public and private employers; includes cities and counties)

MULTNOMAH COUNTY

PORTLAND

PENNSYLVANIA

(state law)

ALLEGHENY COUNTY

ALLENTOWN

PENNSYLVANIA (continued)

BEAVER COUNTY

BETHLEHEM

LANCASTER

PHILADELPHIA

PITTSBURGH

READING

RHODE ISLAND

(state law; public and private employers; includes cities and counties)

PROVIDENCE

SOUTH CAROLINA

YORK COUNTY, SC

TENNESSEE

(state law; state agencies)

CHATTANOOGA

HAMILTON COUNTY

MEMPHIS

NASHVILLE

TEXAS

AUSTIN

DALLAS COUNTY

SAN ANTONIO

TRAVIS COUNTY

UTAH

(state law)

VERMONT

(state law; public and private employers; includes cities and counties)

VIRGINIA

(state policy; state agencies)

ALEXANDRIA

ARLINGTON COUNTY

BLACKSBURG

CHARLOTTESVILLE

DANVILLE

FAIRFAX COUNTY

FREDERICKSBURG

HARRISONBURG

HENRY COUNTY

MONTGOMERY COUNTY

NEWPORT NEWS

NORFOLK

PETERSBURG

PORTSMOUTH

PRINCE WILLIAM COUNTY

RICHMOND

ROANOKE

STAUNTON

VIRGINIA BEACH

WASHINGTON

PIERCE COUNTY

SEATTLE

SPOKANE

TACOMA

WISCONSIN

(state law; state agencies)

DANE COUNTY

MADISON

MILWAUKEE

MILWAUKEE COUNTY