

State	Municipality	Covered Employers	Notes
California		Employers with 5+ employees	No criminal background check until after a job offer
	Compton	Contractors doing business with Compton	No criminal background check until after a job offer
	Los Angeles	Any employer with 10+ employees	No criminal background check until after a job offer
	Richmond	Private sector employers with 10+ employees that have contracts with Richmond regardless of where employer is based	
	San Francisco	Employers with 5+ employees	No criminal background check until after a job offer
Colorado		Effective 9/1/19 for employers with 11+ employees; effective on or after 9/1/21 for all employers	
Connecticut		All employers	No criminal history question on job applications with some exceptions
	Hartford	Contractors doing business with Hartford	No background check until after job offer
	New Haven	Contractors doing business with New Haven	No background check until after job offer
District of Columbia		Employers with 11+ employees	No background check until after job offer
Hawaii		All private employers	No criminal background check until after job offer
Illinois		Private employers with 15+ employees	No criminal background check before job interview, or until after job offer if no interview
	Chicago	Private employers with fewer than 15 employees	No criminal background check before job interview, or until after job offer if no interview
	Cook County	Private employers with fewer than 15 employees	No criminal background check before job interview, or until after job offer if no interview
	Indianapolis	Contractors doing business with Indianapolis	Criminal history questions only after first interview
	Louisville	Contractors doing business with Louisville	City may end contracts with companies that do not ban the box
	New Orleans	Contractors doing business with New Orleans	No criminal history questions on job applications
	Baltimore	Employers with 10+ employees	No background check until after job offer
	Montgomery County	Employers with 15+ employees	No criminal history questions or checks until after first interview
	Prince George's County	Employers with 25+ full-time employees	No criminal history questions or checks until after first interview
Massachusetts		All private employers	No criminal history questions on application. Bans questions about certain types of crimes later in the hiring process.
	Boston	Contractors/vendors doing business with Boston	
	Cambridge	Contractors/vendors doing business with Cambridge	
	Worcester	Contractors/vendors doing business with Worcester	
Michigan		Employers with 15+ employees	
	Detroit	Contractors doing business with Detroit when contract is \$25,000+	No questions about criminal convictions until interview or qualification
	Kalamazoo	Contractors doing business with Kalamazoo when contract is \$25,000+ or those seeking tax abatement	Must commit to not use criminal history to discriminate
Minnesota		All private employers	No criminal history inquiries on job application with limited exceptions
	Columbia	All employers in Columbia	No criminal history check until after conditional job offer
	Kansas City	Private employers with six+ employees	No criminal history check until after job interview
New Jersey		Employers with 15+ employees over 20 calendar weeks	Preempts local laws
New Mexico		All private employers	Can consider a conviction after reviewing application and discussing employment with the applicant

	Buffalo	Private employers with 15+ employees/contractors doing business with Buffalo	No criminal history questions on job applications
	New York City	All employers with 4+ employees	No criminal background check prior to conditional job offer
	Rochester	All employers with 4+ employees and contractors doing business with Rochester	Criminal background check only after initial job interview or conditional job offer
	Syracuse	City contractors	No background checks until after conditional job offer
Oregon		All private employers	Illegal to exclude applicant from an interview solely due to past criminal conviction
	Portland	Employers with 6+ employees	No criminal background check prior to conditional job offer
	Philadelphia	All employers with at least one employee in PA	No criminal background check prior to conditional job offer
	Pittsburgh	Contractors/vendors doing business with Pittsburgh	No criminal history check before applicant is deemed otherwise qualified
Rhode Island		Employers with 4+ employees	No criminal background check on job applications
	Austin	Employers with 15+ employees	No criminal background check prior to conditional job offer
Utah		No Law	
Vermont		All private employers	No criminal history questions on job application
Washington		All private employers	No criminal history check before applicant is deemed otherwise qualified
	Seattle	All employers with 1+ employees	Must have a legitimate business reason to automatically exclude applicants with arrest or conviction records
	Spokane	All private employers	No criminal history questions before a job interview
	Madison	Contractors doing business with Madison on contracts worth \$25,000+	No criminal history questions or background checks until after conditional job offer