

BAN THE BOX

AND THE FAIR CHANCE ACT

BAN THE BOX

1ST TO BAN THE BOX:

35 STATES

150 AREAS

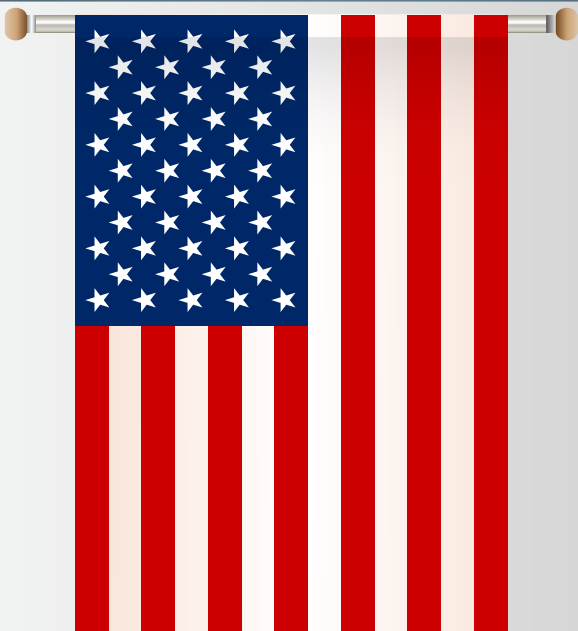
VARIES STATE-TO-STATE

GIVES EX-OFFENDERS A "FAIR CHANCE" TO PROVE THEMSELVES

- ✓ Removes criminal history question from job applications
- ✓ Removes question from interviews
- ✓ Sometimes: no background check until conditional job offer

2ND FEDERAL POLICY

ALL FEDERAL BRANCHES

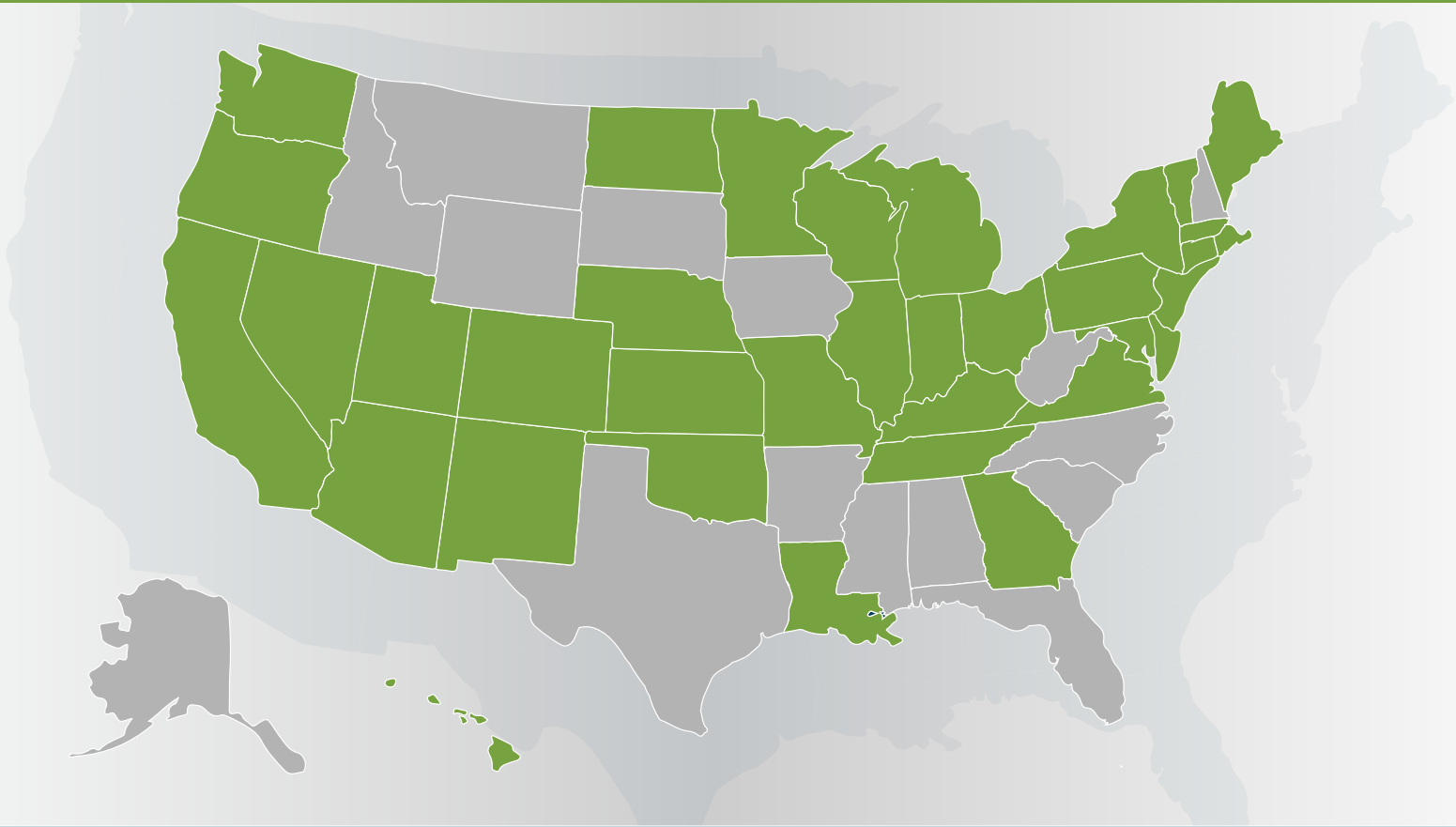


THE FAIR CHANCE ACT

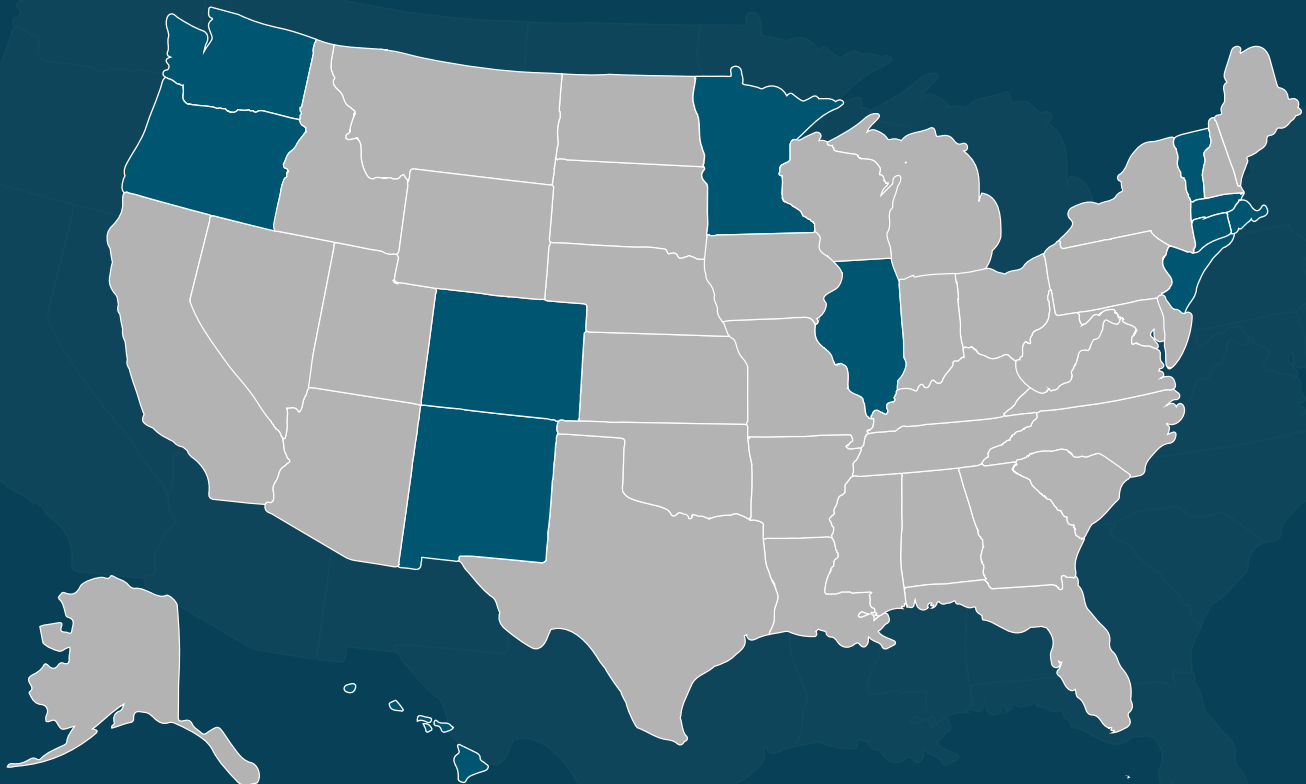
- ✓ No criminal history check without conditional offer of employment



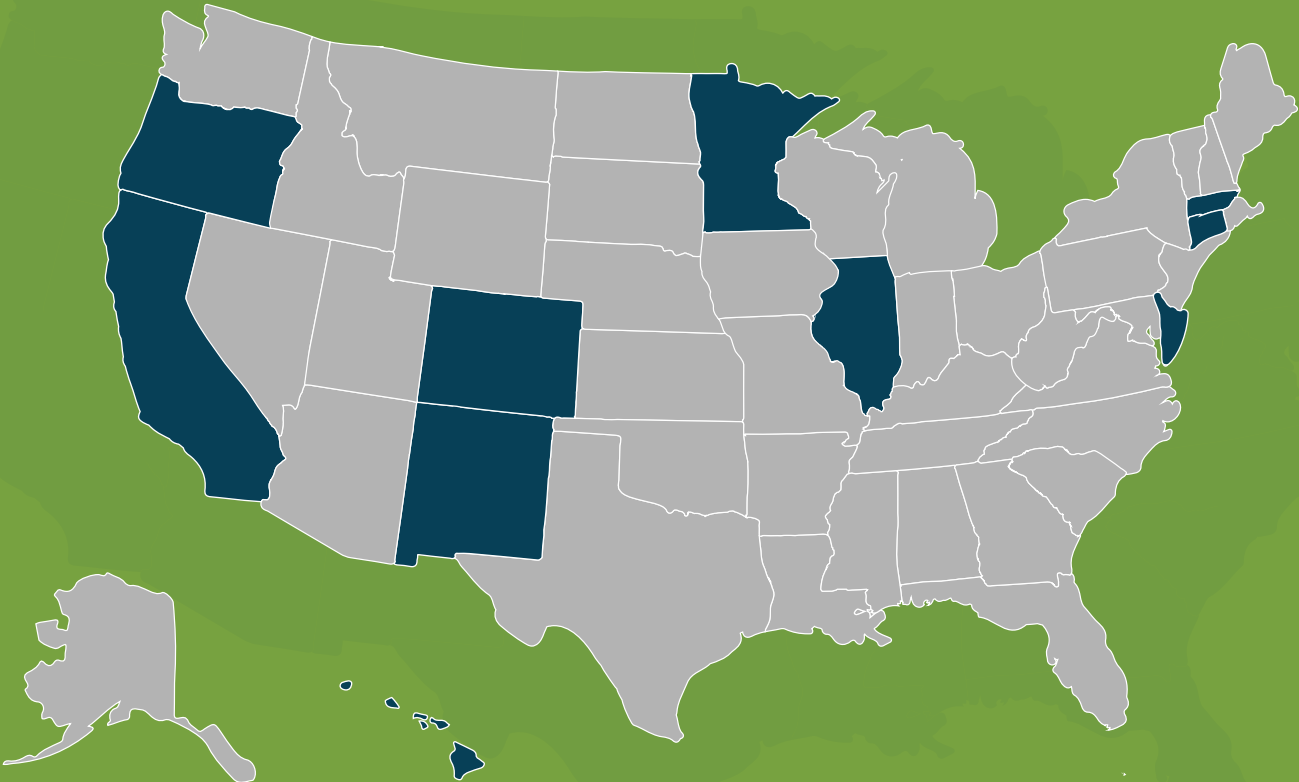
STATES THAT BAN THE BOX FOR PUBLIC JOBS



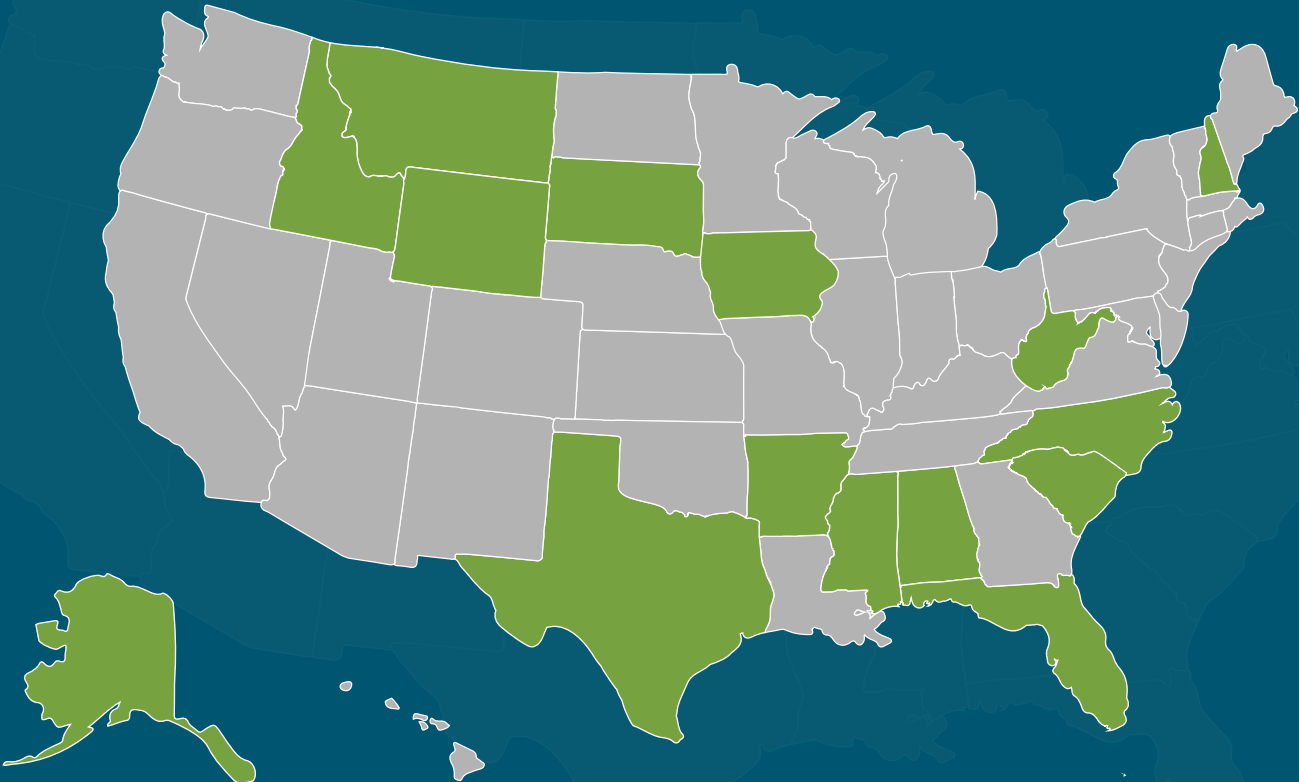
STATES THAT BAN THE BOX FOR GOVERNMENT JOBS



STATES THAT BAN THE BOX FOR PRIVATE JOBS



STATES THAT DON'T BAN THE BOX



LOCAL

75%

live in a ban the
box area

- ✓ NYC
- ✓ LA
- ✓ Chicago
- ✓ Philly
- ✓ San Francisco
- ✓ Seattle
- ✓ And more

3 STATES BANNED THE BOX LAST YEAR

EMPLOYER CHECKLIST



Review laws in
your area



Prepare for
changes



Continue to run
background checks

*Stay informed. Stay compliant.
...but keep your business safe.*

www.backgroundchecks.com