

The Pitfalls of Modern Recruiting

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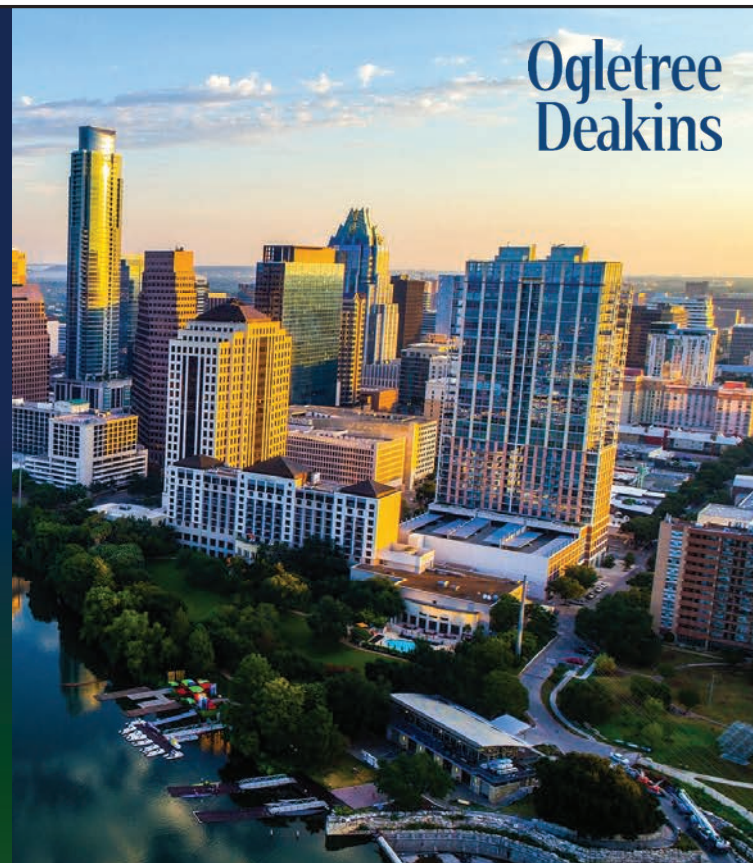
Ogletree
Deakins



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Agenda

- Ban the Box
- Salary History Inquiries
- Job Postings/Advertisements
- Immigration Considerations



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Ban the Box

An aerial photograph of a city river scene at dusk. The river flows from the left towards the center, reflecting the sky and surrounding buildings. A multi-lane bridge spans the river in the middle ground. To the right, a dense urban skyline is visible, featuring several tall skyscrapers and modern buildings. Lush green trees line the riverbanks. In the bottom right corner, the logo for Ogletree Deakins is displayed in white text.

Ogletree
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“Ban-the-Box” Laws

Jurisdictions that prohibit private employers from seeking information regarding an applicant's criminal background history at the application stage of the hiring process (commonly referred to as “ban-the-box” legislation)

- Seattle
- Spokane
- Portland
- San Francisco
- Los Angeles
- Alaska
- Hawaii
- Austin
- Kansas City, MO
- Columbia, MO
- Chicago / Cook County, IL
- Rochester
- Buffalo
- Westchester County, NY
- New York City, NY
- Newark, NJ
- Philadelphia, PA
- Baltimore, MD
- Montgomery County, MD
- Washington, D.C.
- Prince George's County, MD

*New Mexico law effective June 14, 2019

Updated 4-2019
This map is intended as a visual aid and should not be relied upon or construed as a substitute for legal advice.

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Ban the Box Laws

- Public employers
 - 34 states, 150 cities
- Private employers
 - 12 states, 18 cities/counties
- Government contractors
 - D.C., 31 cities/counties
- Texas
 - 2016: Austin ordinance
 - 2019: Legislative efforts to eliminate



Ban the Box Laws

- More than one way to BTB
 - Minnesota: only after selection for interview; no background check
 - Montgomery County: only after first interview; no background check
 - San Francisco: live interviews only; cannot have employee complete forms; no background checks
 - Utah: only after conditional offer; can't always gather SSN, DOB, DL

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