

# The Pitfalls of Modern Recruiting

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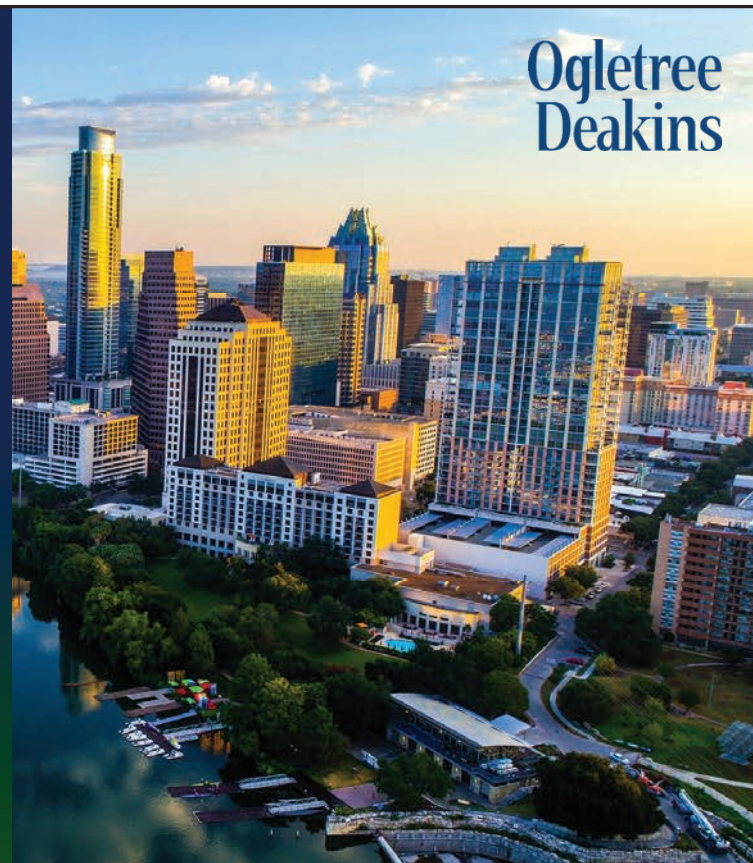
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## Agenda

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

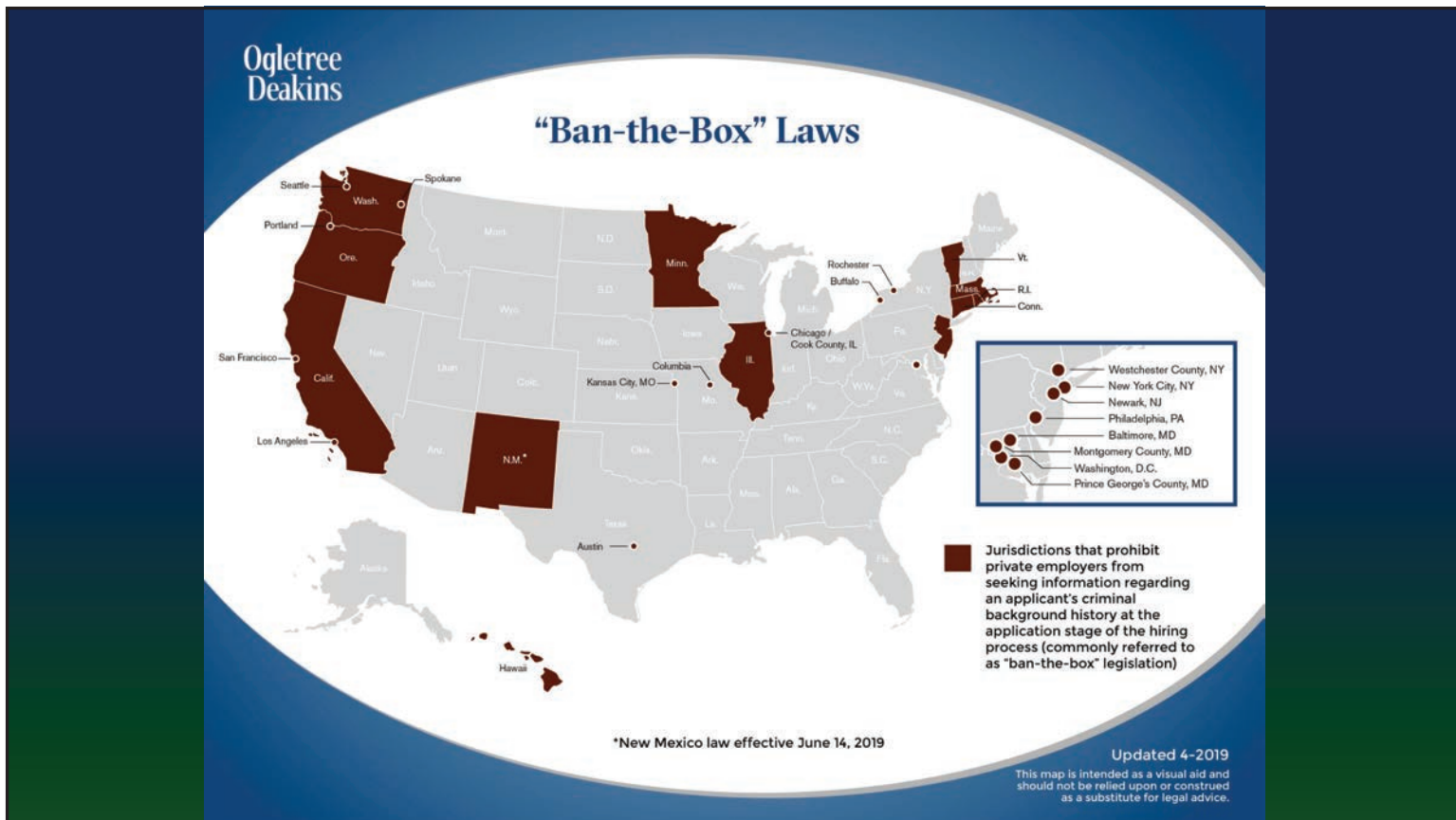


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# Ban the Box



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# Ban the Box Laws

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- 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



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# Ban the Box Laws

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- 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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First appeared as part of the conference materials for the  
26<sup>th</sup> Annual Labor and Employment Law Conference session  
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