

State-by-State Guide to "Ban the Box" Laws			
		Key	
		P= City/county covers public employers	
		Pr= City/county covers private employers	
		C= City/county covers private contractors	
State	Meaning	City/County	Independent of State Law
<u>State Covers Public Employers</u>			
California	State law applies to public employers, including all cities and counties		
		Berkley	P
		Carson	P
		Compton	C
		East Palo Alto	P
		Los Angeles	Pr
		Oakland	P
		Pasadena	P
		Richmond	C
		Sacramento	C
		San Francisco	Pr
		Alameda County	P
		Santa Clara County	P
Colorado	State law applies to state agencies and licensing agencies, not cities and counties		
		Denver	P
Delaware	State law applies to public employers, including all cities and counties		
		New Castle County	P
		Wilmington	P
Georgia	State policy applies to state agencies		
		Albany	P
		Atlanta	P
		Cherokee County	P
		Columbus	P
		Fulton County	P

		Macon-Bibb County	P
Louisiana	State law applies to some state employment		
		Baton Rouge	C
		New Orleans	P
Maryland	State law applies to state agencies		
		Baltimore	Pr
		Montgomery County	Pr
		Prince George's County	Pr
Missouri	State executive order applies to state agencies		
		Columbia	Pr
		Kansas City	P
		St. Louis	P
Nebraska	State law applies to public employers, including all cities and counties		
New Mexico	State law applies to public employers, including all cities and counties		
New York	State policy applies to state agencies		
		Buffalo	Pr
		Dutchess County	P
		Ithaca	P
		Kingston	P
		Newburgh	P
		New York City	Pr
		Rochester	Pr
		Syracuse	C
		Tompkins County	P
		Ulster County	P
		Woodstock	P
		Yonkers	P
Ohio	State law applies to public employment, including all cities and counties		
		Alliance	P
		Akron	P
		Canton	P
		Cincinnati	P
		Cleveland	P
		Cuyahoga County	P

		Dayton	P
		Franklin County	P
		Hamilton County	P
		Lucas County	P
		Massillon	P
		Newark	P
		Stark County	P
		Summit County	P
		Warren	P
		Youngstown	P
Oklahoma	State executive order applies to state agencies		
Tennessee	State law applies to state agencies		
		Chattanooga	P
		Memphis	P
		Nashville	P
		Hamilton County	P
Virginia	State executive order applies to state agencies		
		Alexandria	P
		Arlington County	P
		Blacksburg	P
		Charlottesville	P
		Danville	P
		Fairfax County	P
		Fredricksburg	P
		Harrisonburg	P
		Henry County	P
		Montgomery County	P
		Newport News	P
		Norfolk	P
		Petersburg	P
		Portsmouth	P
		Prince William County	P
		Richmond	P
		Roanoke	P

		Staunton	P
		Virginia Beach	P
Wisconsin	State law applies to state agencies		
		Dane County	P
		Madison	C
		Milwaukee	P
		Milwaukee County	P
<u>State Covers Private Employers</u>			
Connecticut	State law applies to private and public employers		
		Bridgeport	P
		Hartford	C
		New Haven	C
		Norwich	P
Hawaii	State law applies to private and public employers, all cities and counties under state law		
Illinois	State law applies to private employers and administrative executive order applies to state agencies		
		Chicago	Pr
Massachusetts	State law applies to private and public employers with limited applications to licensing agencies, all cities and counties under state law		
		Boston	C
		Cambridge	C
		Worcester	C
Minnesota	State law applies to private and public employers with limited applications to licensing agencies, all cities and counties under state law		
		Minneapolis	P
		St. Paul	P
New Jersey	State law applies to private and public employers, all city and county laws are preempted by state law		
		Atlantic City	C
		Newark	Pr
Oregon	State law applies to private and public employment, all cities and counties under state law		
		Portland	Pr

		Multnomah County	P
Rhode Island	State law applies to private and public employers, all cities and counties under state law		
		Providence	P
Vermont	State law applies to private and public employment, all cities and counties under state law		
<u>Other Local Policies, No State Law or Policy</u>			
Alabama	No state policy		
		Birmingham	P
Arizona	No state policy		
		Glendale	P
		Phoenix	P
		Tempe	P
		Tuscan	P
		Pima County	P
Arkansas	No state policy		
		Pulaski	P
Florida	No state policy		
		Broward County	P
		Clearwater	P
		Daytona Beach	P
		Fort Myers	P
		Gainesville	P
		Jacksonville	C
		Miami-Dade County	P
		Orlando	P
		Palm Beach County	P
		Pompano Beach	P
		Sarasota	P
		St. Petersburg	P
		Tampa	P
		Tallahassee	P
Indiana	No state policy		
		Indianapolis	C

Kansas	No state policy		
		Johnson County	P
		Kansas City	P
		Topeka	P
		Wichita	P
Kentucky	No state policy		
		Louisville	C
Michigan	No state policy		
		Ann Arbor	P
		Detroit	C
		East Lansing	P
		Genesee County	P
		Kalamazoo	C
		Muskegon County	P
Nevada	No state policy		
		North Las Vegas	P
North Carolina	No state policy		
		Asheville	P
		Buncombe County	P
		Carrboro	P
		Charlotte	P
		Cumberland County	P
		Durham City	P
		Durham County	P
		Mecklenburg County	P
		Spring Lake	P
		Wake County	P
Pennsylvania	No state policy		
		Allegheny County	P
		Allentown	P
		Bethlehem	P
		Lancaster	P
		Philadelphia	Pr
		Pittsburgh	C

		Reading	P
Texas	No state policy		
		Austin	Pr
		Dallas County	P
		San Antonio	Pr
		Travis County	P
Washington	No state policy		
		Pierce County	P
		Seattle	Pr
		Spokane	P
		Tacoma	P
<u>No State Law or Local Policy</u>			
Alaska			
Idaho			
Iowa			
Maine			
Mississippi			
Montana			
New Hampshire			
North Dakota			
South Carolina			
South Dakota			
Utah			
West Virginia			
Wyoming			