

A CRASH COURSE IN “BAN THE BOX”: CRUCIAL INFORMATION ON THIS NEW LEGISLATIVE MOVEMENT

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WHAT ARE “BAN THE BOX” LAWS?

“Ban the Box” is a national movement named after the “Yes” or “No” check box options that appear on employment applications next to the question asking whether the applicant has been convicted of a crime. Generally, communities joining the Ban the Box movement have adopted legislation prohibiting employers from inquiring about an applicant’s criminal history until after a conditional offer of employment is made. While some ordinances and laws literally ban employers from using “the box” in job applications, some do much more, including prohibiting other methods of soliciting information about an applicant’s criminal history until after a conditional offer of employment is made.

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