



## Illinois Embraces "Ban The Box"

Insights

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Recently, Illinois joined a growing number of states prohibiting employers from asking about applicants' criminal histories early in the hiring process.

The Job Opportunities for Qualified Applicants Act, also known as "ban the box," goes into effect in Illinois on January 1, 2015. This law prevents companies with more than 15 employees from asking about job applicants' criminal histories until after they have been deemed qualified for the position and either selected for an interview or given a conditional offer of employment. The act imposes penalties ranging from a written warning for the first violation to up to \$1,500 every 30 days for continuing violations.

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