Ogletree Deakins "Ban-the-Box" Laws Spokane Seattle Wash. Portland Ore. Minn. Rochester Buffalo Chicago / Cook County, IL San Francisco III. Columbia -Westchester County, NY Calif. Kansas City, MO — New York City, NY Newark, NJ Philadelphia, PA Baltimore, MD Los Angeles Montgomery County, MD N.M.* Washington, D.C. Prince George's County, MD Austin ---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) Hawaii *New Mexico law effective June 14, 2019 **Updated 4-2019**