



new york city bans the box: has your company reviewed its application process?

MSK Client Alert

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Recently, New York City enacted the Fair Chance Act, an ordinance that prevents New York City employers with four or more employees from inquiring about, or otherwise considering, a job applicant's criminal history when making employment decisions prior to making a conditional offer of employment. In enacting the Fair Chance Act, New York City joins a growing number of jurisdictions that have passed similar "ban the box" legislation, including the District of Columbia, Hawaii, Illinois, Massachusetts, Minnesota, New Jersey, and Rhode Island.

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