

inquire about or discriminate on the basis of a criminal record.⁸

In 2010 the state legislature overrode Governor Jodi Rell's veto resulting in the passage of "ban-the-box" legislation in Connecticut.¹⁵ The law made it illegal to disqualify a person from state employment solely because of prior conviction of a crime. Exceptions allow employers to use their discretion when crimes have been committed in the past five years or they are crimes that specifically relate to the applicants ability to do the job without complications. If the applicant's criminal record does lead to the rejection of the application, the employer must provide a written rationale for that decision. The state may not discriminate at any step of employment on the basis of crimes a person was arrested for but never convicted.¹⁶

In 1998, Hawaii became the first state to pass "ban the box" legislation.¹⁷ The law prohibits employers from inquiring about and considering the conviction records of applicants unless they have already given the applicant a conditional offer of employment.¹⁸ If the

from a job with a public employer because of a previous criminal history unless the individual's criminal history relates directly to the job in question.

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