

Ban the Box Campaign

The [Ban the Box Campaign](#) was started by All of Us or None, a national civil rights movement of formerly-incarcerated people and their families, to end structural discrimination against people with histories of conviction and incarceration.

Today over 45 cities and counties, including New York City, Boston, Philadelphia, Atlanta, Chicago, Detroit, Seattle, and San Francisco have removed the question regarding conviction history from their employment applications. Seven states, Hawaii, California, Colorado, New Mexico, Minnesota, Massachusetts, and Connecticut, have changed their hiring practices in public employment to reduce discrimination based on arrest or conviction records. Some cities and counties and the state of Massachusetts have also required their vendors and private employers to adopt these fair hiring policies. In some areas, private employers are also voluntarily adopting ban the box hiring policies.¹

The EEOC has already begun prosecuting employers who have a blanket ban on hiring people with felony convictions, since this ban violates an EEOC requirement for “individualized assessment” of the circumstances of any past convictions. For example, in 2012, Pepsi Beverages was required to pay \$3.13 million and provide job offers and training to African-American job applicants because the EEOC ruled that Pepsi’s use of background checks discriminated based on race.¹

Click [here](http://bantheboxcampaign.org/wp-content/uploads/2013/01/FAQ-PDF-for-site.pdf) for some Frequently Asked Questions about the Ban the Box Campaign. (<http://bantheboxcampaign.org/wp-content/uploads/2013/01/FAQ-PDF-for-site.pdf>)

1Endnotes

¹ About: The Ban the Box Campaign. (n.d.). Ban the Box Campaign.
<http://bantheboxcampaign.org/about/#.YxCvTezMI5Y>

