

Illinois Governor Signs Law Banning Criminal Background Questions From Job Applications

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Illinois employers should review their job applications and hiring policies to ensure they comply with a new Illinois law, effective January 1, 2015, that will prohibit questions about criminal history at the initial application stage. Illinois Governor Pat Quinn has signed the Job Opportunities for Qualified Applicants Act into law. The Act prohibits covered private employers with fifteen or more employees and employment agencies from inquiring about or into, considering, or requiring disclosure of an applicant's criminal history, until an applicant: (1) has been determined to be qualified for the applied-for position and has been notified that he or she has been selected for an interview, or (2) has been given a conditional job offer. For more information about the new law, see our previous blog post about it [here](#).

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