

Criminal Record?

Know about the Ban-the-Box law.

Did you know . . .

Minnesota's Ban-the-Box law prohibits employers from asking about an individual's criminal record until the applicant is interviewed or given a conditional job offer. The law covers all Minnesota employers unless they are required by law to ask specific questions earlier in the process.



How Ban-the-Box works . . .



APPLICATION STAGE

Questions about criminal history are prohibited at the initial application stage, unless the employer is legally required to ask.



INTERVIEW STAGE

If asked, provide information about your criminal history and let the employer know who you are today and why you would be a good employee.



HIRING DECISION

An employer is not required to extend a job offer after the interview.

Exemptions . . .

Federal and state laws require some employers to ask applicants about their criminal background history. If you see a question on an application asking for criminal history information, ask the employer what law requires them to request that information. If the employer fails to identify a law or if you have concerns, contact the Minnesota Department of Human Rights at 651.539.1100, or online to report possible violations:

mn.gov/mdhr



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