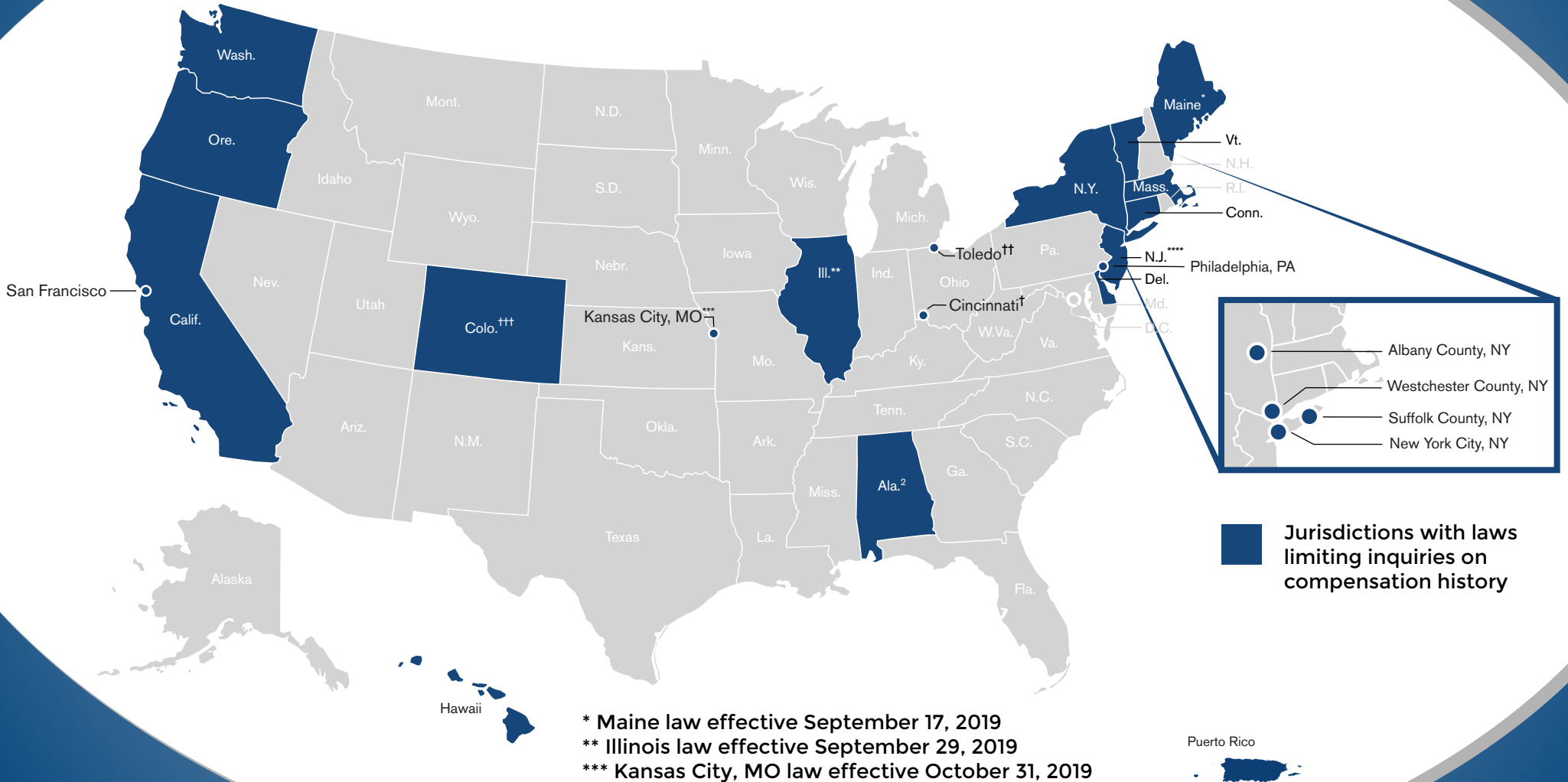


State and Local Salary History Limitations¹



Jurisdictions with laws limiting inquiries on compensation history

* Maine law effective September 17, 2019
 ** Illinois law effective September 29, 2019
 *** Kansas City, MO law effective October 31, 2019
 **** New Jersey law effective January 2020
 † Cincinnati, OH law effective March 2020
 †† Toledo, OH law effective June 26, 2020
 ††† Colorado law effective January 1, 2021

¹ This map covers laws applicable to private employers. Public employers may be subject to additional laws.
² Ala. law does not bar employers from asking about salary history, but prohibits employers from refusing to interview or hire applicants who decline to provide such information.

Puerto Rico

Updated 8-2019
 This map is intended as a visual aid and should not be relied upon or construed as a substitute for legal advice.