

N.J. Human Resources Law Alert - August 2014

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Do you need to change your Job Application? “THE OPPORTUNITY TO COMPETE ACT”
Prohibits Job Applications from Asking About Criminal History

If your job application asks individuals whether they have ever been convicted of a crime, it may need to be amended to comply with “The Opportunity to Compete Act”, also known as the “Ban-the Box” law, signed by Governor Christie earlier this month (the “Act”). This new law imposes restrictions on the ability to ask certain employment applicants about their criminal history. The Act applies to New Jersey employers with fifteen or more employees and goes into effect on March 1, 2015.