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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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