

**Examples of States that have relevancy standards in place that require some kind of relationship between the license sought and the applicant’s criminal history (from the Legal Action Center):**

- I. [Arizona](#)
  - a. Applicants for public employment or occupational licensure who have had their civil rights restored may not be denied employment or occupational licensure solely because of a misdemeanor or felony conviction. Public employers may deny employment on the basis of a conviction and agencies may deny licenses to persons whose civil rights have been restored only if a “reasonable relationship” exists between the conviction and employment or license sought.
- II. [Delaware](#)
  - a. In 2004, SB229 was enacted by the 142nd General Assembly to amend Title 24 to require that the refusal, revocation or suspension of licenses for professions and occupations regulated under Title 24 based upon conviction of crimes must be "substantially related" to the profession or occupation at issue, and not for crimes that are unrelated to the profession or occupation.
- III. [Connecticut](#)
  - a. Before refusing employment, public employers and occupational licensing authorities must consider the following three factors: (1) the nature of the crime and its relationship to the job (2) information pertaining to rehabilitation and (3) the time elapsed since the conviction or release.
- IV. [Louisiana](#)
  - a. Individuals cannot be disqualified from employment or licensure for positions in which a license, permit or certificate is required solely because of a conviction record unless the applicant was convicted of a felony which directly relates to the job or license sought.
- V. [Michigan](#)
  - a. Licensing agencies may not use, require or examine arrest or conviction information unless it is related to the person’s likelihood to serve the public in a fair, honest, and open manner. Reversed or vacated convictions and misdemeanor convictions not punishable by incarceration also may not be considered.
- VI. [Minnesota](#)
  - a. Public employers and occupational licensing agencies may not disqualify an applicant unless there is a direct relationship between the occupation or license and conviction history and the individual has not shown evidence of sufficient rehabilitation. Rehabilitation may be established by a record of law-abiding conduct for one year.
- VII. [Montana](#)
  - a. Occupational licensing agencies can deny licenses based on criminal records, but only after conducting individual investigations into the relationship between the license sought and the nature of the person’s convictions.
- VIII. [New Jersey](#)

- a. Occupational licensing authorities may not discriminate on the basis of a criminal conviction or disorderly person adjudication unless the conviction or adjudication disqualifies the individual from public office or relates adversely to the license sought. The licensing authority must consider the nature and duties of the occupation, circumstances of the crime, date of the crime, age of person when crime was committed, whether the crime was isolated event or repeated, social conditions that contributed to the crime, and evidence of rehabilitation.

IX. [New York](#)

- a. Occupational agencies may not bar job applicants upon criminal convictions unless job-related or the individual poses a direct threat to public safety or property. Evidence of rehabilitation must be considered, including certificates of good conduct and certificates of relief from disabilities. If denied employment or licensure or terminated from a job based upon a conviction, the individual is entitled to a written statement of the reasons for the denial or termination.

X. [Washington](#)

- a. Individuals may be denied employment or a license if the conviction directly relates to the position or license sought and fewer than ten years have elapsed since the conviction.