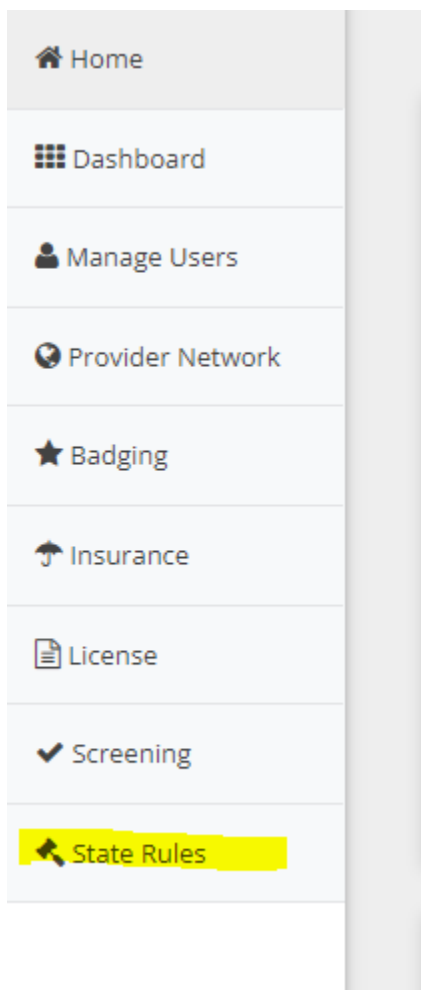


Compliance Resource Access Instructions

Providing tools and support to help you stay compliant with federal and state regulations.

How do I access the tool?

- This can be access via your designated PlusOne Portal
1. Each company/client will have access to “State Rules” through both company and client portal. The user will click on “State Rules” which will take them directly to the “CRA helpdesk” site.



2. The URL will take the user to the main homepage with “State Rules Register-For Employers and Landlords”

State Rules Register - For Employers And Landlords

This product is a collection of information on the subject of useable public record information that is typically available from background screening companies. Please note that the Register is not to be considered legal advice. The facts in any situation may lead to a different result when statutes are interpreted by the courts. If you have specific questions in a state where you may have operations, you should contact local counsel within that state.

This product is designed to help you understand and comply with the myriad of state laws affecting hiring of employees and leasing property that go beyond the Fair Credit Reporting Act (FCRA). Our goal is to present these restrictions, suggested practices, practical tips, and ongoing notifications in an easy to use format and in plain English. When using these materials, understand that if a state has a law identical to the FCRA or is less restrictive than the FCRA, this state law is not mentioned in the materials because it has no practical effect. The materials also contain restrictions enacted by some of the major cities/counties. This list is not guaranteed to be complete because such laws can be enacted with little to no true public notice. The materials do not contain such information enacted by smaller cities/towns and counties.

Every effort is made to keep this data current. The policy is that new content is added after a law is passed and before it goes into effect. The law is analyzed by the author. Pending laws are indicated along with effective date. Bills that are merely introduced and have not been passed are not included herein.

1. Choose a Report to Display

Single State Report

All restrictions within a given state

Multi-State Matrix

Provides list of restrictions for selected states

Restriction Matrix

Showing involved states

- For single state rules, they will select “single state report.” For Multi-State rules they will select “Mutli-State Matrix”
- The example below is an example of when a user selects “Multi-State Matrix” it will show them the any restrictions that state has including additional information linked on the icon beside the restriction reason.

Multi-State Report

<input checked="" type="checkbox"/> AK	<input type="checkbox"/> CT	<input type="checkbox"/> IA	<input type="checkbox"/> LA	<input type="checkbox"/> MO	<input type="checkbox"/> NH	<input type="checkbox"/> OK	<input type="checkbox"/> TN	<input type="checkbox"/> WI
<input type="checkbox"/> AL	<input type="checkbox"/> DC	<input type="checkbox"/> ID	<input type="checkbox"/> MA	<input type="checkbox"/> MS	<input type="checkbox"/> NJ	<input type="checkbox"/> OR	<input type="checkbox"/> TX	<input type="checkbox"/> WV
<input type="checkbox"/> AR	<input type="checkbox"/> DE	<input type="checkbox"/> IL	<input type="checkbox"/> MD	<input type="checkbox"/> MT	<input type="checkbox"/> NM	<input type="checkbox"/> PA	<input type="checkbox"/> UT	<input type="checkbox"/> WY
<input type="checkbox"/> AZ	<input checked="" type="checkbox"/> FL	<input type="checkbox"/> IN	<input type="checkbox"/> ME	<input type="checkbox"/> NC	<input type="checkbox"/> NV	<input type="checkbox"/> RI	<input type="checkbox"/> VA	
<input type="checkbox"/> CA	<input type="checkbox"/> GA	<input type="checkbox"/> KS	<input type="checkbox"/> MI	<input type="checkbox"/> ND	<input type="checkbox"/> NY	<input type="checkbox"/> SC	<input type="checkbox"/> VT	
<input type="checkbox"/> CO	<input type="checkbox"/> HI	<input type="checkbox"/> KY	<input type="checkbox"/> MN	<input type="checkbox"/> NE	<input type="checkbox"/> OH	<input type="checkbox"/> SD	<input type="checkbox"/> WA	

Submit
Clear Selections
Back

Additional Information
 Exceptions to Note
 Statute URL

State	Restriction	
AK	No Restrictions Beyond FCRA	
FL	Use of a Conviction for a Prior Crime (Included Marijuana Use) or Non-annulled Crime	

- Users are also able to access a “Resource Tab” where there are a collection of information on resources like “FCRA Reporting” “Background Checks: What employees need to know” and much more.

2. Resource Tabs

(The Author strongly urges all new users to initially read the first 2 Resource Tabs below and to refer to these sections frequently during the subscription term.)

General Information

- [Must-Read Special Instructions](#) - What you need to know when using the State Rules Register
- [The FCRA Mandatory Reporting Restrictions](#)
- [EEOC Enforcement Guidance on Use of Criminal Records](#)
- [Compliance with Investigative Consumer Reports](#)
- Series of Downloadable Publications Jointly Issued by the EEOC and FTC
 - [Background Checks: What Employers Need to Know](#)
 - [Using Consumer Reports: What Employers Need to Know](#)
 - [Using Consumer Reports: What Landlords Need to Know](#)
 - [What Tenant Screening Firms Need to Know About the FCRA](#)
 - [Background Checks: What Applicants and Employees Should Know](#)
 - [Disposing of Consumer Report Information: Rule Tells How](#)

6. Users can access “View all past E-mail alerts” that are specific from each state and when they were written.

3. View All Past E-mail Alerts

- [Colorado SB 22-0099: Sealing Criminal Records - August 23, 2022](#)
- [Privacy Laws: Colorado & Illinois - August 23, 2022](#)
- [Illinois – New Law on Use of Criminal Records - April 14, 2021](#)
- [St. Louis Ban-the-Box - January 19, 2021](#)
- [Hawaii – New Limits on Use of Criminal Convictions - October 12, 2020](#)
- [Columbia, South Carolina - March 17, 2020](#)
- [New Tenant Screening Laws - March 4, 2020](#)
- [New Mexico Update - January 6, 2020](#)
- [Frazier v. First Advantage Background Services - October 4, 2019](#)

Your Benefits

This helps us maintain and expand these services, ensuring you have the best tools and information to navigate the complex regulatory landscape. Our goal is to provide you with unparalleled support, making compliance manageable and straightforward.

For any questions or further information, please contact us at 50state@plusonesolutions.net