

**Albany (New York), California, Connecticut, Delaware, Hawaii, Massachusetts, New York City (New York) Oregon, Vermont and Westchester County (New York) Applicants:** An employer may not ask or require applicants to disclose past salary, wages or other compensation

**Massachusetts Applicants:** It is unlawful in Massachusetts for an employer to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability

**Maryland Applicants: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT OR CONTINUED EMPLOYMENT, THAT ANY INDIVIDUAL SUBMIT TO OR TAKE A POLYGRAPH OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW MAY BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY**

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