
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 839 Session of
2013

INTRODUCED BY WILLIAMS, FERLO, FONTANA, TARTAGLIONE, HUGHES,
SCHWANK AND WASHINGTON, APRIL 11, 2013

REFERRED TO LABOR AND INDUSTRY, APRIL 11, 2013

AN ACT

1 Prohibiting employers from using consumer reporting under
2 certain circumstances; and providing for enforcement.

3 The General Assembly of the Commonwealth of Pennsylvania
4 hereby enacts as follows:

5 Section 1. Short title.

6 This act shall be known and may be cited as the Equal
7 Employment for All Act.

8 Section 2. Prohibition.

9 No employer or potential employer shall procure a consumer
10 report or investigative consumer report, or cause a consumer
11 report or investigative consumer report to be procured, for
12 purposes of employment or making an adverse employment action if
13 any information contained in the report bears on the employee's
14 or potential employee's creditworthiness, credit standing or
15 credit capacity, unless any of the following apply:

16 (1) The consumer applies for or currently holds
17 employment that requires national security or Commonwealth
18 security or FDIC clearance.

1 (2) The consumer applies for or currently holds
2 employment with the Commonwealth or a local government agency
3 which otherwise requires use of a consumer report.

4 (3) The consumer applies for or currently holds a
5 supervisory, managerial, professional or executive position
6 at a financial institution.

7 (4) The information is required by law.

8 Section 3. Enforcement.

9 A violation of section 2 shall constitute an unlawful
10 discriminatory practice for purposes of section 5 of the act of
11 October 27, 1955 (P.L.744, No.222), known as the Pennsylvania
12 Human Relations Act, and shall be subject to enforcement as
13 provided under that act.

14 Section 10. Effective date.

15 This act shall take effect in 60 days.