AN ACT

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

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

5 Section 1. Short title.

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

8 Section 2. Prohibition.

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

16 (1) The consumer applies for or currently holds
employment that requires national security or Commonwealth
security or FDIC clearance.
(2) The consumer applies for or currently holds employment with the Commonwealth or a local government agency which otherwise requires use of a consumer report.

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

(4) The information is required by law.

Section 3. Enforcement.

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

Section 10. Effective date.

This act shall take effect in 60 days.