
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 825 Session of
2021

INTRODUCED BY A. DAVIS, SANCHEZ, LEE, HILL-EVANS, HOWARD, DEASY,
SIMS, GUZMAN, CIRESI, SCHWEYER AND DELLOSO, MARCH 8, 2021

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 8, 2021

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 Federal Deposit Insurance Corporation (FDIC)

1 clearance.

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

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

8 (4) The information is required by law.

9 Section 3. Enforcement.

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

15 Section 4. Effective date.

16 This act shall take effect in 60 days.