

**Whereas**, qualified New Yorkers are being excluded from employment opportunities due to their personal credit history; and

**Whereas**, nearly half of all employers nationwide, including many in New York City, check the personal credit history of job applicants when hiring for a wide range of positions and many deny jobs to applicants with imperfect credit; and

**Whereas**, personal credit reports were never designed to assess job performance or character and social science research has shown that information contained in a personal credit report has no correlation to job performance or propensity to commit crimes; and

**Whereas**, checking credit history as part of the hiring process can have a discriminatory impact on African American and Latino job applicants, whose credit histories have been disproportionately impacted by predatory lending, and discrimination in employment, lending, education and housing; causing civil rights organizations including the NAACP, National Council of La Raza, and the Leadership Conference on Civil and Human Rights to oppose the use of employment credit checks; and

**Whereas**, the majority of survivors of domestic violence report nonconsensual credit transactions, such as abusers taking out credit cards in their names without their knowledge, which can hamper their ability to secure employment after leaving an abusive situation; and

**Whereas**, the Federal Trade Commission found that one in five American consumers has a material error on their credit report from one of the major credit reporting companies and these errors are extremely difficult to resolve; and

**Whereas**, poor credit history is often linked to factors beyond an individual's control, such as medical debt and unemployment, trapping unemployed workers in particular in a Catch-22 in which they cannot secure a job because of damaged credit and are then unable to improve their credit because they cannot find work; and

**Whereas**, Int. 261-2014 introduced by Councilmembers Lander and Rose establishes that it is an unlawful discriminatory practice:

- 1) for an employer, labor organization, employment agency or licensing agency to request or to use for employment purposes information contained in the consumer credit history of an applicant for employment ; or
- 2) to retaliate or otherwise discriminate against an applicant or an employee with regard to hiring, termination, promotion, demotion, discipline, compensation or the terms, conditions or privileges of employment based on information in the consumer credit history of the applicant or employee;
- 3) except when employers that are required by state or federal law to use an individual's consumer credit history for employment purposes.

**Now, Therefore, Be it known** that **the Manhattan Borough Board** supports and calls for the passage of Int. 261-2014.