

Commonsense Exemptions in Credit Check Bans

	NYC Council Intro. 261 (Original Bill Proposed)	NYC Council Intro. 261-A (Final Bill Adopted)	California	City of Chicago	Colorado	Connecticut	Hawaii	Illinois	Maryland	Nevada	Oregon	Vermont	Washington
When mandated by state or federal law	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
For banks and other regulated financial institutions			✓	✓	✓	✓		✓	✓	✓	✓		
When “substantially related” to the position or there is a “bona fide occupational requirement”				✓	✓	✓	✓	✓	✓	✓			✓
For executive/managerial positions			✓		✓	✓		✓					
For law enforcement/investigatory positions		✓	✓	✓						✓	✓		
For positions with regular access to confidential consumer or employee data			✓	✓	✓		✓	✓				✓	
For positions with a fiduciary responsibility to an employer		✓	✓	✓	✓		✓	✓				✓	
For positions with access to trade secrets or intelligence information		✓	✓	✓	✓		✓	✓					
For positions with an expense account or corporate credit card					✓			✓					
For positions with access to significant sums of cash or assets			✓	✓	✓		✓						
For positions with special access to digital networks and computer firewalls		✓											

Data sources:

Employment Screening Resources. “States with Laws Regulating Credit Reports for Employment,” November 19, 2013.

<<http://www.esrcheck.com/Articles/States-with-Laws-Regulating-Credit-Reports-for-Employment/186/>>

City of Chicago Human Rights Ordinances: