

## **NOTICE REGARDING CREDIT REPORT PURSUANT TO WASHINGTON LAW**

Washington passed a law in 2007 amending the Revised Code of Washington (RCW) that stated employers could not obtain a credit report as part of a background check unless the information was substantially job related and the employer's reasons for the use of such information were disclosed to the consumer in writing.

Under the amended Washington law, employers cannot obtain a credit report as part of a background check unless the information is:

- Substantially job related and the employer's reasons for the use of such information are disclosed to the consumer in writing; or
- Required by law.

Employers in the state of Washington utilizing employment credit reports needed to change their forms, carefully review any job position where a credit report is requested, and communicate to job applicants the reason a credit report is substantially related to a particular job.