

NOTICE REGARDING CREDIT REPORT PURSUANT TO CONNECTICUT LAW

Connecticut Senate Bill No. 361 (S.B. 361) prohibits certain employers from using credit reports in making hiring and employment decisions regarding existing employees or job applicants. The law took effect October 1, 2011 and applies to all employers in Connecticut with at least one employee.

Exceptions to S.B. 361 are employers that are financial institutions as defined under law, credit reports required to be obtained by employers by law, and credit reports “substantially related to the employee’s current or potential job.” These “substantially related” reports are allowable if the position:

- Is a managerial position and involves setting the direction and control of a business or a department or division;
- Access to the employers’, customers’ and/or employees’ personal or financial information (other than that customarily provided in a retail transaction);
- Access to confidential or proprietary business information;
- Access to non-financial assets valued at \$2500 or more;
- Requires expense account and/or corporate credit/debit card;
- Fiduciary responsibility to company, including, but not limited to, the authority to issue payments, collect debts, transfer money or enter into contracts; or
- Required by law