



ABOUT NYRL

New Yorkers for Responsible Lending (NYRL) is a state-wide coalition that promotes access to fair and affordable financial services and the preservation of assets for all New Yorkers and their communities.

NYRL is dedicated to fighting predatory practices in the financial services industry, through policy reform, education and outreach, research and direct services.

WHO WE ARE

NYRL members include community financial institutions, community-based organizations, affordable housing and foreclosure prevention groups, advocates for seniors, legal services organizations, and community reinvestment, fair lending, and consumer advocacy groups.

Established in 2000, NYRL has more than 150 member organizations throughout New York State.

Ensure Fair Access to Jobs

End Unfair and Discriminatory Employer Credit Checks

A growing number of employers are checking the credit histories of job applicants and employees, and using the information to deny people jobs and other opportunities. This practice blocks qualified applicants — including people whose credit was damaged as a result of medical debts, divorce, layoffs or other life events beyond their control — from desperately-needed jobs. It discriminates against low-income New Yorkers and people of color, who have been disproportionately affected by the economic downturn, and stalls our state’s economic recovery.

Employer credit checks unfairly harm New Yorkers.

Credit history does not predict job performance.

Research has shown that an individual’s credit history has no correlation to job performance. Major credit bureaus are driving the use of credit reports by employers, as a way to expand markets in which to sell their products.

“We don’t have any research to show any statistical correlation between what’s in somebody’s credit report and their job performance or their likelihood to commit fraud.”

— Eric Rosenberg, TransUnion

Credit checks present a Catch-22 for struggling New Yorkers.

As the economic crisis continues, a growing number of New Yorkers find themselves in a Catch-22: unable to secure a job because of damaged credit, and unable to escape debt and improve their credit because they can’t find work.

792,800
New Yorkers
are unemployed

Credit reports are unreliable and their use may be discriminatory.

More than 25% of consumer credit reports contain serious errors. Additionally, use of credit reports disproportionately harms low income New Yorkers and people of color. The EEOC has repeatedly noted that employers’ use of credit reports can have an unlawful discriminatory impact on job applicants of color.

New York State should enact the Credit Privacy in Employment Act.

The model legislation would restrict employers’ use of credit history information in hiring, promotion, termination, compensation and other employment decisions.