

AN ACT
D.C. ACT 21-673

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

FEBRUARY 15, 2017

To amend the Human Rights Act of 1977 to prohibit employers, employment agencies, and labor organizations from taking discriminatory action against prospective and current employees based on that prospective or current employee's credit information, from directly or indirectly requiring, requesting, suggesting, or causing any employee to submit credit information, and from using, accepting, referring to, or inquiring into an employee's credit information, and to provide fines for violations of these provisions; and to amend the Office of Human Rights Establishment Act of 1999 to require the Office of Human Rights to develop and conduct a public information campaign to educate employees and employers about these new requirements of the Human Rights Act of 1977.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the "Fair Credit in Employment Amendment Act of 2016".

Sec. 2. The Human Rights Act of 1977, effective December 13, 1977 (D.C. Law 2-38; D.C. Official Code § 2-1401.01 *et seq.*), is amended as follows:

(a) Section 211 (D.C. Official Code § 2-1402.11) is amended as follows:

(1) Subsection (a) is amended as follows:

(A) The lead-in language is amended by striking the phrase "matriculation, or political affiliation of any individual" and inserting the phrase "matriculation, political affiliation, or credit information of any individual" in its place.

(B) Paragraph (4) is amended as follows:

(i) Subparagraph (B) is amended by striking the phrase "disability, or political affiliation of any individual" and inserting the phrase "disability, political affiliation, or credit information of any individual" in its place.

(ii) A new subparagraph (D) is added to read as follows:

"(D) To directly or indirectly require, request, suggest, or cause any employee to submit credit information, or use, accept, refer to, or inquire into an employee's credit information."