

## HR 3862

### Equal Employment for All Act of 2019

**Congress:** 116 (2019–2021, Ended)

**Chamber:** House

**Policy Area:** Finance and Financial Sector

**Introduced:** Jul 19, 2019

**Current Status:** Referred to the House Committee on Financial Services.

**Latest Action:** Referred to the House Committee on Financial Services. (Jul 19, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/house-bill/3862>

## Sponsor

**Name:** Rep. Cohen, Steve [D-TN-9]

**Party:** Democratic • **State:** TN • **Chamber:** House

## Cosponsors (7 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jul 23, 2019
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Jul 23, 2019
Rep. Takano, Mark [D-CA-41]	D · CA		Jul 23, 2019
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Jul 24, 2019
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Jul 24, 2019
Rep. McGovern, James P. [D-MA-2]	D · MA		Sep 26, 2019
Rep. Porter, Katie [D-CA-45]	D · CA		Jan 14, 2020

## Committee Activity

Committee	Chamber	Activity	Date
Financial Services Committee	House	Referred To	Jul 19, 2019

## Subjects & Policy Tags

### Policy Area:

Finance and Financial Sector

## Related Bills

Bill	Relationship	Last Action
116 HR 3614	Related bill	Nov 21, 2019: Placed on the Union Calendar, Calendar No. 246.

## **Equal Employment for All Act of 2019**

This bill prohibits a consumer reporting agency from furnishing an employer with a consumer credit report containing information on the consumer's creditworthiness, credit standing, or credit capacity if the employer intends to use that information for any decision made for employment purposes.

An employer may use such a report in either an employment decision or before taking an adverse employment action with the consumer's authorization under certain circumstances. Specifically, a report may be used if the consumer applies for or holds employment that requires eligibility for access to classified information or such use is otherwise required by law.

An employer who has sought such a report may neither deny employment to nor make any other employment decision about a consumer because the consumer has not authorized the employer's procurement of the report.

### **Actions Timeline**

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- **Jul 19, 2019:** Introduced in House
- **Jul 19, 2019:** Referred to the House Committee on Financial Services.