



LAWYERS' COMMITTEE FOR
CIVIL RIGHTS
UNDER LAW

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Credit Checks: The Next Wave of Employment Discrimination

A Convening of Experts

October 28, 2010

Lawyers' Committee for Civil Rights Under Law

1401 New York Avenue, NW, Suite 400, Washington, DC 20005

Agenda:

- 9:00 – 9:15 Welcome and Introductions
Barbara Arnwine, Executive Director, Lawyers' Committee for Civil Rights Under Law
- 9:15 – 10:30 **Panel 1: An overview of the facts, the research, and current legal protections.**
What types of employers run credit checks and why? How common is the practice? What kind of credit information can employers obtain? How do credit checks disparately impact minorities, women, and people with disabilities? What are the root causes of poor credit and how prevalent is the problem? What does the research say about the perceived link between debt and job performance and risk of theft? What are the current legal protections under the Fair Credit Reporting Act, Title VII of the Civil Rights Act, and state laws?
Moderator: Sarah Crawford, Lawyers' Committee for Civil Rights
- 10:30 - 10:45 Break
- 10:45 – 12:15 **Panel 2: The Need for Policy Change**
What additional protections would be afforded by the Equal Employment for All Act? What can be done at the state and local level? Is there model language? What guidance can the EEOC provide? How can the FTC and EEOC better communicate to employers about the proper use of credit checks? What reforms should the consumer reporting agencies adopt? How can advocates work together to achieve this change?
Moderator: Nat Lippert, UNITE HERE
- 12:15 – 1:30 Lunch
- 1:30 – 3:00 **Panel 3: Developing Effective Litigation Strategies**
What lessons can be learned from *OFCCP v. Bank of America* (2010); *EEOC v. Freeman Companies* (filed 2009)? How can government agencies increase enforcement efforts under Title VII and the FCRA. How can the private bar identify plaintiffs and defendants?
Moderators: Adam Klein, Partner, Outten & Golden LLP
Audrey Wiggins, Lawyers' Committee for Civil Rights Under Law
- 3:00 – 3:15 Break
- 3:15 – 4:30 Wrap Up and Next Steps, Farewell Reception for Audrey Wiggins