

Employment

Civil Rights

- ✓ Broaden the civil rights protective categories, to include social issues that adversely impact employment opportunities, such as unemployment status (as proposed by Congressman Hank Johnson from Georgia), credit and financial status (currently being examined by EEOC), marital and familial status, criminal record, personal names, and also include the human rights listed under the International Covenant on Civil and Political Rights (ICCPR) and the International Convention on the Elimination of Racial Discrimination (CERD) that the U.S. has ratified pursuant the United Nations process.
- ✓ Prohibit disclosure of confidential and identifiable information *during the application process*, such as birthdates, social security numbers, and credit and financial information. Such information should only be required upon an employment offer or a conditional employment offer. Upon the offer, the required information should be a bona fide occupational requirement or a legal requirement, such as verification of citizenship and payroll, i.e. social security number. The prohibition shifts the focus onto the prospective employees' knowledge, skills abilities, and competencies and makes the employment processing system more efficient. The Federal government should lead by revising its application process.