

HB 2438 - DIGEST

Provides that an employer may not compel or coerce a person into providing a social security number on an employment application or through any other means until the employer gives the person an offer of employment. Any request for a social security number before an offer of employment must be in writing, and must state that disclosure of a social security number before an offer of employment is voluntary.

Provides that an employer may not discriminate against a person because he or she does not provide a social security number before an offer of employment.

Provides that, if the director determines that an employer violated this act, the employer is subject to a civil penalty of at least one hundred dollars and not more than two hundred fifty dollars for each violation.