
OLR Bill Analysis

sHB 5443

AN ACT CONCERNING DISCLOSURE OF SOCIAL SECURITY NUMBERS ON EMPLOYMENT APPLICATIONS.

SUMMARY

This bill makes it a discriminatory employment practice for an employer (or the employer's agent) to require an applicant for a job to give his or her Social Security number on an initial employment application. It adds the Social Security number to an existing list of items that cannot be required on an initial application including age, date of birth, and dates of attendance at or graduation from an educational institution.

As under existing law for the other items, the prohibition does not apply to any employer requesting or requiring this information (1) based on a bona fide occupational qualification or need or (2) when the information is required to comply with state or federal law. Complaints about discriminatory employment practices are investigated by the Commission on Human Rights and Opportunities.

EFFECTIVE DATE: July 1, 2022

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 12 Nay 1 (03/22/2022)