



ALLIANCE OF NEW YORK STATE YMCAs
**YOUTH AND GOVERNMENT
Legislative Bill**

Bill # 43

Referred to Committee:
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Action on the Bill

Assembly

Senate

___ ☐ Passed

___ ☐ Passed

___ ☐ Defeated

___ ☐ Defeated

AN ACT TO: Prohibit access to a job candidate's personal information (race, religion, gender, name) until they have been called back for or denied from an in-person interview.

The People of the State of New York, represented in the Senate and Assembly do enact as follows:

Purpose

The purpose of my bill is for everyone to have a fair chance of being hired for a job.

Summary of Provisions

Section 1:

Illegalizes looking at a candidate's information until after they are called back for the hire or denied an in-person interview. If companies are caught doing this they will be fined \$250 per applicant. Companies must delegate to a person that works there at that company the following tasks:

- to make sure the information is not looked at (this worker would be the only person to have access to this information)
- to keep track of applicant's information through linking it to an application number, which is the only thing that 9 appears on an application when it is viewed by the employer
- to share data on their hiring practices and applicants with the New York State government through a file sharing system

Justification

Men and women should have an equal chance at being hired. Job seekers could be hired or not hired because of the way they look, their religion, or race. A candidate's personal information should not be given out until they are called back for another interview. This would mean that if this person has the qualities that the potential employer is looking for that they always advance to the next stage of interviews. There has been a recent study that showed children are effecting this as well. If a woman is pregnant they would promote the man with the same qualities because the woman is pregnant. This needs to be done because we live in an unequal society. We need to focus on the persons abilities and not a person's looks, religion, or race. For example, if a man comes in with a suit and glasses and has the same qualities as a woman, a woman could come in with a burka (a long, loose garment covering the whole body from head to feet, worn in public by many Muslim women) because that's what her culture wears. They chose the man because he is dressed a certain way. You see, the way someone is dressed should not impact whether they are hired or not. It's just unfair.

Fiscal Implications

The fiscal implications include companies paying the government if they are fined, and paying the worker(s) that do this. This worker would be paid for every candidate's information that they keep safe. This is good because people are not hired 24/7 in small businesses so the company would not be paying much every year. Big businesses might pay more because more people need to work for them.

Effective Date

This bill will go into effect in 2 Years and 2 months.