Protecting Your Employees

Employers are familiar with the importance of Fair Credit Reporting Act (FCRA) compliance when screening new job candidates, but did you know that FCRA can also play a critical role in the secure delivery of verifications of employment and income on your employees?

Originally passed in 1970, FCRA is the cornerstone of consumer credit rights in the United States. It regulates the collection, dissemination, and use of consumer credit information. When employers choose to outsource the employment and income verification function to an FCRA-compliant service provider, both the employer and their employees are extended protections under this law that might not be realized if the employer is handling the function in-house, or via a non-compliant service provider.

An FCRA-compliant service provider ensures that:

- **The requesting verifier has a clearly identified permissible purpose**—as defined by section 604 of the FCRA—for every verification request submitted. That means only legitimate reasons for receiving the employee’s data, such as an application for credit, in connection with a job offer, to determine child support payments, etc., are allowed. No permissible purpose = no release of information.

- **The end recipient/user of the verification can be clearly identified**—which means all verifiers need to be fully vetted and credentialed before gaining access to data. This mitigates employer liability and helps ensure employee information doesn’t end up in the wrong hands.

- **The employee can view their employment and income record**, review it for accuracy, and dispute any data errors.

- **The employee can view a report of who’s requested their data**—further assurance that only authorized requestors are seeing their information.

The Bottom Line

The Work Number®, the market-leading employment and income verification service managed by Equifax Workforce Solutions, is fully compliant with FCRA. Employers who use The Work Number know that our compliance with the law demands a highly secure, consistent and transparent process for data dissemination—and in a recent survey 82% of current clients ranked FCRA compliance as a leading reason for using The Work Number.

FCRA compliance is just one of the many advantages to outsourcing your verifications of employment and income to Equifax. To learn more, please contact Pete Krieshok of Equifax Workforce Solutions at 314-214-7325 or by email at pete.krieshok@equifax.com.