



## April 2021 Regulatory Updates

### **State Legislation**

- [NEW Illinois Law Limiting The Use Of Criminal Convictions: How It Impacts Hiring In The Transportation Industry](#)
- [Illinois Passes Sweeping Legislation Impacting Employers](#)
- [Kentucky's New 'Reentry' Law Gives Employers Clearance to Hire Workers With Criminal Backgrounds](#)
- [Philadelphia Enacts Key Changes To 'Ban The Box,' Credit Screening Ordinances](#)
- [Illinois Employers Must Report Gender, Race, Ethnicity and Compensation Data and Practices](#)
- [Philadelphia Expands Background Screening Ordinance](#)
- [New Virginia Employment Laws Prohibiting Discrimination](#)
- [How DeSoto plans to stop one form of workplace discrimination](#)
- [New Law Bans Montgomery County Landlords From Denying Housing To People Convicted Of Minor Crimes](#)
- [Pending legislation would curtail criminal background checks for renters](#)
- [Illinois Enacts Law Limiting Use of Criminal Conviction Records When Making Employment Decisions](#)
- [United States: Illinois Imposes New Criminal History Check Requirements On Employers](#)
- [Philadelphia Enacts Key Changes to 'Ban the Box,' Credit Screening Ordinances](#)
- [Legislature Passes Serena's Law to Close Background Check Loophole](#)
- [N.C. May Require Some Teachers to Be Fingerprinted, Undergo Criminal Records Check](#)
- [New York City Expands Protections Under Its Ban the Box Law for Applicants and Employees](#)

### **Federal Legislation**

- [CFPB Rescinds Guidance Regarding FCRA and Regulation V Compliance Under CARES Act](#)
- [FTC Outlines Approach to Discrimination in AI and Foreshadows Potential Enforcement](#)
- [CFPB Annual Complaint Report Highlights More Than a Half-Million Complaints Received in 2020](#)

### **Data Privacy**

- [Virginia Becomes Second State to Enact Comprehensive Data Privacy Law](#)
- [Cybersecurity: educate to mitigate](#)
- [GDPR developer's guide](#)

- [Canada: New Federal Privacy Legislation is Moving Through the Legislative Process](#)
- [Virginia Becomes Second State to Enact Comprehensive Data Privacy Law](#)

## **Background Checks**

- [The New Captain America](#)
- [Guide to Education Verification for Employment](#)
- [FCRA Background Check Compliance for Employers](#)
- [Why You Need an FCRA Compliance Manual and What It Should Include](#)
- [Head of Capitol Security Review Calls For Background Checks On All Congressional Staff](#)
- [FOX 13 Investigates: 326 Educators Across Utah Accidentally Employed Without Full Background Checks](#)
- [Background Check System Delays Elder Care Hiring](#)
- [Guide to Education Verification for Employment](#)
- [Nursing Board Hasn't Been Requiring Criminal Background Checks](#)
- [In-Depth: School Background Checks](#)
- [How to Conduct Background Checks for Your Local Small Business](#)
- [What Is Employment Verification?](#)
- [Greenville Apartment Complex Belle Meade Accused of Discrimination With Background Checks](#)
- [Common Red Flags on a Background Check](#)
- [What Is a Criminal Background Check?](#)
- [When Job References Still Make Sense Before Hiring](#)
- [What Is a Department of Transportation \(DOT\) Background Check?](#)
- [Rartian Township to Require Criminal Background Checks for Those Working With Minors](#)
- [MACC places emphasis on background checks of its employees, volunteers](#)
- [What Can Companies Look For In A Background Check?](#)
- [FCRA Background Check Compliance for Employers](#)
- [Why Your Business Should Avoid 'Free' Background Checks](#)
- [Background Reports: What Are They and How Can You Use Them?](#)
- [Why Background Checks and Credit Reports Should Be a Core Part of Reputational Risk Management](#)
- [As More States Legalize Marijuana, People with Drug Convictions Want Their Records Cleared](#)

## **Lawsuits**

- [Back To Basics: US Supreme Court To Show Absent Class Members How To Stand Together With Their Class Representative In Federal Court](#)
- [The Employment Law Reporter - Spring 2021](#)
- [Iowa Supreme Court Urged to Strike Down 'Ban the Box' Ordinance](#)
- [Eleventh Circuit Holds Subsequent FCRA Claim Subject to Arbitration Provision Under Terminated Subscriber Agreement](#)
- [Predicting the Future of Privacy Class Actions After Oral Argument in TransUnion v. Ramirez](#)
- [California Courts \(Again\) Provide Guidance on What Qualifies as a "Standalone Disclosure" for FCRA Purposes](#)

## **Big Brands**

- [VIVINT TO PAY \\$20M TO SETTLE FTC CLAIMS IT MISUSED CONSUMER CREDIT REPORTS](#)
- [Gig Employer Hit with Background Check Class Action](#)
- [Bravo Did Background Check On Jen Shah Before Hiring Her But Had No Clue About Fraud](#)
- [Class Action Claims Uber's Background Checks Discriminate Against Drivers](#)
- [Why a Standard Background Check on NY Mets GM Jared Porter Was Bound to Fail](#)
- [Auditor General Report Recommends Temple Improves on Employee Background Checks, Sexual Harassment Training](#)
- [BYU Students Helping Prevent Expunged Records from Popping Up In Background Checks](#)
- [Testing Lab Says Ex-Amazon Worker Can't Sue Over Failed Drug Test](#)
- [Vivint Smart Home to Pay \\$20 Million for Violating the Fair Credit Reporting Act](#)

## **Drug Testing**

- [Employment attorney discusses drug testing in a cannabis-legal state](#)
- [Philadelphia Set to Ban Pre-Employment Marijuana Testing: What Employers Need to Know](#)
- [New Mexico and Virginia Legalize Cannabis for Recreational Use](#)
- [Ask the experts: Effects of hair treatments on drug test results](#)
- [Ask the experts: Hair testing vs. hair follicle testing](#)
- [Marijuana Laws Affecting the Workplace: Tools Employers Can Use to Stay Ahead During High Times](#)
- [Bill Would Ban Pre-Employment Marijuana Tests](#)
- [Bill Outlawing Pre-Hire Marijuana Tests Up for Vote In Philly City Council](#)
- [Cracking Down on Drug Test Cheaters, Mississippi Bans Sale of Urine \(Fake or Real\)](#)
- [Which Type of Drug Testing Is the Most Effective for Fleets?](#)
- [Using Legal Medical Marijuana Cost These People Their Jobs](#)
- [I-Team Investigation: Women Claim Weight Loss Tea Led to Failed Drug Tests](#)
- [United States: False Positives In Drug Testing](#)
- ['I Feel Bamboozled': Several Women Claim Hidden Drug in Tea Cost Them Jobs](#)
- [Philadelphia Joins New York City and Nevada in Restricting Pre-Employment Marijuana Tests](#)

## **Marijuana Legalization**

- [New York Passes Recreational Cannabis Law](#)
- [Firefighter's Federal Disability Claims Based on Pot Use Snuffed Out by Connecticut District Court](#)
- [New York: Legalized Recreational Use of Cannabis & New Protections for Employees](#)
- [New Laws and the 2021 Cannabis Effect on Employers](#)
- [The Week in Weed: April 9, 2021](#)
- [The Week in Weed: April 16, 2021](#)
- [The Week in Weed: April 23, 2021](#)
- [The Week in Weed: April 30, 2021](#)