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## NEW ADS SHOW UNEMPLOYMENT DISCRIMINATION CONTINUES

### Senators Call on CareerBuilder.com to Stop Posting Ads with “One-Two Punch,” Cite Need for Fair Employment Opportunity Act

Washington, DC— Today the National Employment Law Project unveiled a [new sampling](#) of job listings that exclude the unemployed from work opportunities, underscoring the discrimination and challenges that persist for Americans trying to reenter the job market.

The news ads, all found on CareerBuilder.com, coincide with a [letter sent yesterday](#) to the company’s CEO by Senators Sherrod Brown (D-OH), Richard Blumenthal (D-CT) and Kirsten Gillibrand (D-NY) asking the website to prohibit companies from posting job ads that discriminate against applicants based on employment status. The Senators have introduced the Fair Employment Opportunity Act to stop the practice, and this week Senate Majority Leader Harry Reid (D-NV) [told](#) a local television station that “This type of legislation is critically needed in our state given the thousands of hard-working Nevadans who are out of work.”

“Employers and firms continue to post ads that refuse to even consider the unemployed, regardless of their qualifications. It’s unfair to workers and bad for the economy. We need to be putting Americans back to work, not stigmatizing and prolonging their unemployment,” said **Christine Owens, executive director of the National Employment Law Project**. Owens [testified](#) on discrimination against the unemployed before the Equal Employment Opportunity Commission (EEOC) in February, and in July NELP released a [report](#) further documenting the trend.

Sample application requirements from recent [ads](#) on CareerBuilder.com include:

- **Pharma Sales Rep, LaCrosse, WI:** CURRENTLY EMPLOYED MEDICAL SALES
- **Restaurant Manager, Atlanta, GA:** ONLY CANDIDATES WHO ARE CURRENTLY EMPLOYED AS A SALARIED RESTAURANT MANAGER OR JUST RECENTLY UNEMPLOYED (1-4 MONTHS) WILL BE CONSIDERED!
- **Restaurant Manager, St. Louis, MO:** MUST BE CURRENTLY EMPLOYED
- **Medical Staff Coordinator, HCA Hospitals, Dallas, TX:** Must be currently employed in a medical services profession for at least the past 12 consecutive months
- **Executive Assistant/Legal Secretary, San Francisco, CA:** The candidate must...be currently employed
- **Restaurant Manager, Queens & Long Island, NY:** Must be currently employed or not out of the restaurant business for more than 3 months

The highly-trafficked website Indeed.com [announced](#) last month that it would start blocking ads that exclude the unemployed from openings. Also last month, approximately 250,000 Americans sent [petitions](#) to Congress opposing hiring practices that discriminate against the unemployed. The petition signatures were gathered by USAction, Change.org, ColorofChange.org and CREDO Action.

The Fair Employment Opportunity Act would make it unlawful for an employer to a) refuse to consider for employment or refuse to offer employment to an individual because he/she is unemployed, b) include in any job advertisement or posting a provision that unemployed persons will not be considered or hired, or c) direct or request that an employment agency take into account an individual's unemployed status in screening or referring applicants for employment.

The bill would not prevent employers from inquiring into an applicant's experience or qualifications.

Representative Rosa DeLauro of Connecticut has introduced a parallel version of the Fair Employment Opportunity Act in the House, where it currently has 44 cosponsors. The anti-discrimination proposal was also included in President Obama's American Jobs Act.

"This practice is a perverse catch-22 that requires workers to have jobs in order to get jobs. It means highly qualified, experienced workers who want and need work can't get past the starting gate in the application process simply because they lost their jobs through no fault of their own. We join the Senators in calling on CareerBuilder.com and all hiring entities to stop shutting the door on millions of Americans," Owens said.

Unemployment is currently 9.1 percent and of the 14 million unemployed Americans, 44.6 percent have been out of work for six months or longer.

*The National Employment Law Project is a non-partisan, not-for-profit organization that conducts research and advocates on issues affecting low-wage and unemployed workers. For more information, visit [www.nelp.org](http://www.nelp.org).*

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