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## Indeed.com Bans Job Ads That Discriminate Against Unemployed

### Ban Builds on NELP Research & Obama Endorsement of Legislation to Prohibit Exclusionary Hiring Practice

Washington, DC – In a step towards eliminating one of the many obstacles facing America’s unemployed jobseekers, Indeed.com, reportedly the [largest](#) job listing website in the U.S., has announced it will stop posting job ads that refuse applications from unemployed candidates. Building on a trend exposed in [reports](#) and [federal testimony](#) earlier this year by the National Employment Law Project, the announcement follows [President Obama’s recent rejection](#) of hiring policies that discriminate against the unemployed and underscores the growing support for federal legislation that would prohibit such practices.

A company spokesperson for Indeed.com confirmed late Tuesday that it has "implemented measures to block ads identified as discriminating against the unemployed" from being posted. Indeed.com’s Director of Communications, Sophie Beurpere, issued the following statement:

“Indeed.com strives to provide the best job search experience for job seekers. Our policy is to exclude job listings that do not comply with federal or local laws related to discriminatory hiring practices as well as job listings that discriminate against the unemployed.”

The website’s ban follows President Obama’s comments last week on the [Tom Joyner Morning Show](#) in which he disapproves of such practices and endorses the Fair Employment Opportunity Act of 2011, recently introduced in the House and Senate, which would prohibit “unemployed need not apply” policies.

“There is no doubt that folks who have been unemployed longer than six months have a tougher time getting back into the job market,” Obama said. “We have seen instances in which employers are explicitly saying we don’t want to take a look at folks who’ve been unemployed. Well, that makes absolutely no sense, and I know there’s legislation that I’m supportive of that says you cannot discriminate against folks because they’ve been unemployed, particularly when you’ve seen so many folks who, through no fault of their own, ended up being laid off because of the difficulty of this recession.”

As NELP’s executive director Christine Owens [testified](#) before the Equal Employment Opportunity Commission in February, employers and staffing agencies that refuse to consider the unemployed for job openings have become an increasing and disturbing hurdle for jobless Americans looking for work. An informal [NELP survey](#) from July uncovered 150 examples of job ads that shut out

unemployed jobseekers – with messages like “must be currently employed” – on heavily-trafficked job posting websites, including CareerBuilder.com, Monster.com, Craigslist.org and Indeed.com.

“Indeed.com’s actions show that businesses can and should help jobseekers and the economy by rejecting policies that exclude the unemployed. Indeed.com has now set a standard for other jobs sites, staffing firms and employers to recognize the error of their ways and reform their policies. NELP calls on CareerBuilder.com, Monster.com, Craiglist.org and other recruiters and employers to issue public statements vowing to eliminate employment status from their hiring decisions,” said Owens.

News of Indeed.com's decision was [first reported](#) by Change.org, which has been promoting an [online petition](#) urging job sites to refuse ad postings that discriminate against jobless workers. The group USAction had earlier launched a similar [petition](#) campaign, and the two online efforts now have more than 160,000 signers. Additionally, the online community at ColorofChange.org has a [letter that readers can sign](#) calling on Monster.com to ban discriminatory job postings. Support continues to build for the federal legislation, as advocates including co-sponsor [Senator Sherrod Brown](#) (D-OH) continue to highlight the need to give unemployed workers a fair chance in the application process.

“It is a perverse Catch-22 to tell jobseekers you must already have a job in order to get one,” said Owens. “Excluding unemployed jobseekers from work opportunities not only hurts struggling families – it hurts employers and the economy by prolonging unemployment and eliminating candidates who are qualified, highly motivated, and immediately ready to work. ”

For more than 30 months, there have been more than four unemployed workers for every job opening, and the average duration of joblessness now stands at 40.3 weeks.

NELP’s report, [“Hiring Discrimination Against the Unemployed: Federal Bill Outlaws Excluding the Unemployed from Job Opportunities, as Discriminatory Ads Persist,”](#) is available online.

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