Target Pays $3.7M to Settle Lawsuit Over Racial Disparity in Use of Criminal Background Checks



Image by Mike Mozart

The Minneapolis Star Tribune **is reporting** that Target Corp. has agreed to pay $3.7 million to settle a lawsuit over concerns that the way it uses criminal background checks as part of the hiring process has disproportionately hurt black and Latino applicants.

Reporter **Kavita Kumar** quotes Sherrilyn Ifill, president of the NAACP Legal Defense and Educational Fund: "Target's background check policy was out of step with best practices and harmful to many qualified applicants who deserved a fair shot at a good job. Criminal background information can be a legitimate tool for screening job applicants, but only when appropriately linked to relevant questions such as how long ago the offense occurred and whether it was a nonviolent or misdemeanor offense."

As part of the settlement of the class-action complaint, independent consultants will recommend changes to Target's current screening guidelines.

Read the *Star Tribune* article.