



## Written Notice and Authorization Consumer Reports and Investigative Consumer Reports

### Notice – Consumer Reports pursuant to Fair Credit Reporting Act and Massachusetts Consumer Credit Reporting Law

Consumer reports may be obtained on you for employment purposes. A consumer report is any written, oral or other communication of any information by a consumer reporting agency bearing on your credit worthiness, credit standing or credit capacity (under state and federal law definitions), and also on your character, general reputation, personal characteristics or mode of living (under federal law definition) which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in establishing your eligibility for employment purposes.<sup>1</sup> Employment purposes means for the purpose of evaluating you for employment, promotion, reassignment or retention as an employee.

### Notice – Investigative Consumer Reports Pursuant to Fair Credit Reporting Act and Massachusetts Consumer Credit Reporting Law

Investigative consumer reports, which are consumer reports (see definition above) that commonly include information as to your character, general reputation, personal characteristics and mode of living obtained through personal interviews with individuals with whom you are acquainted or who may have knowledge concerning such information, may be obtained on you for employment purposes. Employment purposes means for the purpose of evaluating you for employment, promotion, reassignment or retention as an employee.

Under the federal Fair Credit Reporting Act, you have the right to request additional disclosures as to the nature and scope of an investigation requested for an investigative consumer report. Attached is a copy of “A Summary of Your Rights Under the Fair Credit Reporting Act.”

Under the Massachusetts Consumer Credit Reporting laws, this Notice serves as disclosure that the precise nature and scope of the investigation requested is personal interviews with individuals with whom you are acquainted or who may have knowledge concerning your character, general reputation, personal characteristics and mode of living. You have the right to obtain a copy of the investigative consumer report upon request.

### Authorization Pursuant to Fair Credit Reporting Act and Massachusetts Consumer Credit Reporting Law

I hereby authorize Beth Israel Deaconess Medical Center, Inc. and its consumer reporting agency to obtain consumer reports and investigative consumer reports on me as described above for employment purposes.

\_\_\_\_\_  
Applicant/Employee Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

<sup>1</sup> Please be aware that consumer reports can include but are not limited to criminal history reports.  
FCRA and c. 93 § 50 Notice/Authorization – Consumer Reports and Investigative Consumer Reports  
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