



F06-09-MS Job Applicant Objects to Personal Details on Driver's Abstract

An applicant for a job involving driving was asked to attach his driver's abstract with his resume. The driver's abstract provides a synopsis of a person's driving history. He later complained to us that the driver's abstract produced by the Insurance Corporation of British Columbia unnecessarily includes, in addition to a person's driving history, personal information such as age, sex and race, which a firm could conceivably use as an excuse not to hire someone.

We concluded that organizations should not require job applicants to submit their driver's abstracts until a commitment to hire subject to a clean driving record has been made. Our web resource for employers, "PIPA and the Hiring Process", emphasizes that employers must only collect personal information that is reasonably related to the hiring decision (for example, relevant formal qualifications, knowledge, skills and experience).

ICBC agreed with us that the complainant had expressed legitimate concerns about the mingling of detailed personal information with the driving history on the abstract. ICBC has included abstracts in an ongoing review of its policies on the disclosure of personal information.