



## Limitations on Driver's License as a Job Requirement

California law addresses discrimination against individuals who do not have a driver's license. Unless certain conditions are met, it is an unlawful employment practice to include a statement that an applicant must have a driver's license in any of the following:

- job advertisement,
- posting,
- application, or
- other related material

Only if both of the following conditions are met, the employer may include a statement that the applicant must have a driver's license:

1. The employer reasonably expects driving to be one of the job functions for the position, **and**
2. The employer reasonably believes that an alternative form of transportation would not be comparable in travel time or cost to the employer.

"Alternative form of transportation" includes, but is not limited to, all of the following:

- Using a ride hailing service
- Using a taxi
- Carpooling
- Bicycling
- Walking

Employers should review job advertisements, postings, etc. on a case by case basis to ensure any driver's license requirement satisfies both conditions.