



INTERVIEW GUIDE: EEOC COMPLIANCE

Here's your guide for avoiding inadvertent discrimination against individuals in protected classes during the interview process.

PROTECTED CHARACTERISTICS:



» race, color, national origin

» sex

» employees over 40

» religion

» pregnancy

» qualified persons with disabilities

REWORKING TRICKY QUESTIONS:

Some questions — whether used to build rapport or vet a candidate's ability to meet job requirements — unintentionally can draw attention to an individual's protected characteristic. This potentially can put your company at risk of a charge of discrimination.

To avoid that risk, try reworking questions. For example:

"Are you hoping to start a family soon?"

To build rapport, ask this instead: "What hobbies do you like to pursue outside of work?"

To assess the candidate's ability to meet job requirements, ask this instead: "Do you anticipate anything that would affect your ability to carry out the responsibilities of this job in the future?"

"What language do you speak at home? What's your nationality?"

To build rapport, ask this instead: "I see you currently live in [city/state]. What's your favorite thing about living there?"

To assess the candidate's ability to meet job requirements, ask this instead: "Are you legally authorized to work in the U.S.?"

"Do you have any disabilities we'll need to accommodate?"

To assess the candidate's ability to meet job requirements, ask this instead: "Can you perform all of aspects of this job safely and satisfactorily?"

Note: While the other questions above are merely ill-advised, questions about a person's visible or invisible disability could be illegal, according to the Americans With Disabilities Act of 1990.



A good rule of thumb is to choose performance-based questions over ones that subjectively evaluate the person being interviewed.

Eeoc Guidelines On Interview Questions

B Lingard



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Workplace Privacy Jonathan Remy Nash, Samuel Estreicher, 2010-01-01 Employers everywhere today must delicately balance the need to maintain a safe and proper workplace with employees rights and the risk of liability The fact that new technologies make it easier for employers to monitor their employees whereabouts communications and activities only serves to make the issue more acute Now in this collection of essays by outstanding scholars and practitioners in U S labour law and practice employers and their legal counsel will find a broad array of important contributions to the law and study of workplace privacy Based on papers delivered at the 58th annual labour conference of the New York University Center on Labor and Employment Law this book reflects and analyzes recent developments providing the best comprehensive work on U S workplace privacy How far should employers be allowed to go in monitoring employers Where do employers rights to run their businesses end and employees privacy rights begin Is the existing law sufficient to resolve recurring conflicts These are among the big questions tackled in these articles Among the many specific issues covered are the following use of global positioning systems GPS in tracking employees background checking for job applicants email monitoring physical monitoring of employees scope and lawfulness of so called lawful activity laws employer involvement in employees nonworkplace behaviour e g drug testing employees rights of association regulation of fraternizing and dating among employees employee privacy issues in employer union bargaining privacy issues in public sector employment privacy issues and threats of terrorism and efforts by employers to verify employees nationality and immigration status Authors pay special attention to fast break developments such as in the extraterritorial reach of the European Union s data protection directive and the current status of the U S National Labor Relations Board s Register Guard decision A special feature is a very early draft of a chapter of the forthcoming Restatement Third of Labor and Employment Law made available through the graces of the American Law Institute on the U S common law of employee privacy rights As always this important annual publication offers definitive current scholarship in its theme area of labour and employment law As such it will be of inestimable value to practitioners government officials academics and others interested in developments in employment and labour relations law and practice

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Restaurant Howard Cannon, 2002 Offers advice on opening a restaurant including site selection marketing staff management menu pricing kitchen organization and cash overages The Complete Idiot's Guide to Starting A Restaurant, 2nd Edition Howard Cannon, 2005-12-06 The recipe for a successful restaurant now revised In this revised edition aspiring restaurateurs will find everything they need to know to open a successful restaurant including choosing a concept and location creating a business plan finding the cash and much more New content includes information on tips tip outs and reporting for the entire staff choosing the best POS system setting up a bar and managing the wine list and making the bottom line look good long term Restaurants are a high risk venture but starting a bar or restaurant is still one of the most popular new business ventures Cornell Univ Mich State Overall industry sales are projected to hit 476 billion for 2005 a 4.9% increase The industry employs a workforce of 12.2 million in more than 900,000 restaurants nationwide National Restaurant Assn

ABA Journal, 1996-03 The ABA Journal serves the legal profession Qualified recipients are lawyers and judges law students law librarians and associate members of the American Bar Association

The Interview William C. Donaghy, 1984 *Hofstra Labor Law Journal*, 1996 The Building Blocks of EEO Dean B. Peskin, 1971 More Best Answers to the 201 Most Frequently Asked Interview Questions Matthew J. DeLuca, Nanette F. DeLuca, 2001-04-22 Picking up where his bestseller over 55,000 sold 201 Most Frequently Asked Interview Questions left off Matthew DeLuca along with Nanette DeLuca take job seekers to the next level of job search effectiveness by arming them with more valuable lessons tips and rules for acing any interview Emphasizing the interpersonal aspects of the interview process they draw on their unique experiences as job placement professionals to provide powerful insights into what interviewers look for in a job seeker and how to give it to them Organized around question categories for quick reference and packed with real life success stories and the candid observations of job placement professionals this book tells readers what they need to know about How to stand out from the rest and get an interview Understanding the rationale behind different types of questions Fielding curve balls stress producers and illegal questions Mastering the virtual interview

Equal Employment Opportunity ... Compliance Guide, 2002 *Helping Employers Comply with the ADA* United States Commission on Civil Rights, 1998 Employment Guidelines for the Professional Office Cynthia P. Coad, 1986

The Working Woman's Legal Survival Guide Steven Mitchell Sack, 1998 Historically women have had to contend with harassment discrimination and unequal treatment on the job Addressing these concerns attorney Sack The Lifetime Legal Guide LJ 8 96 aims to give women information on their employment rights and the tools to use those rights to protect themselves From the interview to termination of employment he gives solid advice on handling a variety of situations and fully explains the rights and responsibilities of both employers and employees regarding such timely topics as pre employment testing illegal interview questions access to employment records or retaliatory acts by employers Numerous checklists and sample letters may help readers state a claim for discrimination draft a letter of resignation create a consulting agreement or conduct a sexual harassment investigation A

useful solidly conceived work recommended for most public libraries *The Hiring & Firing Book* Steven Mitchell Sack,1993 *Emerging Technology & Employee Privacy Symposium* ,2008 **A Guide to Federal Sector Equal Employment Law & Practice** ,1999 Management's Guide to Effective Employment Interviewing Roland T. Ramsay,1978
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