

# INTERVIEW GUIDE: EEOC COMPLIANCE

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

#### PROTECTED CHARACTERISTICS:



religion

(3) sex

pregnancy

(30) employees over 40

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.?"

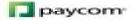
#### "Do you have any disabilities we'll need to accommodate?"

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** 

#### **Eeoc Guidelines On Interview Questions:**

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 400+ Compensation Elements Specialist Interview Questions & Answers | Ultimate Interview Prep Guide CloudRoar Consulting Services, 101-01-01 Master your next design interview with this comprehensive guide crafted exclusively for aspiring Interface and Interaction Designers Featuring more than 400 real world questions and detailed answers it spans design thinking interaction flows usability heuristics prototyping accessibility and communication with developers Every answer is written to help you express creative reasoning and structured problem solving clearly The book also includes bonus sections on portfolio storytelling conducting design critiques and handling whiteboard challenges Ideal for students freelancers and professionals preparing for UX or interaction design roles this volume helps you transform 100 hours of focused preparation into job winning confidence The Complete Idiot's Guide to Starting Your Own

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