

EEOC FACT SHEET FOR PRE-EMPLOYMENT ASSESSMENT TESTS



Employers should administer tests without considering the applicant's race, gender, nationality, religion, age (40 or older), or disability.



Employers should ensure that Pre-employment assessment tests are validated properly for the positions and purposes for which they are used.



The employer is responsible for ensuring that its tests are valid under the Uniform Guidelines on Employee Selection Procedures under Title VII.



If a selection procedure screens out a protected group, the employer should determine whether there is an equally effective alternative selection procedure with less adverse impact.



Employers must keep abreast of changes in job requirements. They should update the test specifications or selection procedures accordingly.

Eeoc Pre Employment Testing Guidelines

Michael Brown



Eeoc Pre Employment Testing Guidelines:

Student Workbook To Accompany Miller and Lovler's Foundations of Psychological Testing Aimee Rhoads, Sara D.

Pemble, Leslie A. Miller, Robert L. Lovler, 2019-02-20 This practical workbook offers a wealth of opportunities for students to apply knowledge learned from the best selling core text Foundations of Psychological Testing Sixth Edition Exercises and projects allow students to review engage in and master concepts while multiple choice and short answer questions allow students to assess their understanding at the conclusion of each chapter

Physical Ability Testing Richard W. Bunch, Trevor D. Bardarson, Douglas A. Swift, Horace A. Thompson, III, 2025-11-19 A guide to implementing legally compliant physical ability testing PAT programs that prevent injuries optimize performance and ensure reasonable accommodations In Physical Ability Testing A Guide to Safe Job Placement Accommodation and Legal Compliance a team of distinguished medical professionals delivers an expert discussion of the fundamentals of creating a PAT program Explaining the perspectives of the employer the authors detail the systematic steps in developing and administering legally valid job specific PATs and providing proper interactive accommodation reviews for new hires and incumbent employees The book covers testing policies and procedures that address methods to avoid discrimination and minimize disparate impact on protected classes such as individuals with disabilities older adults women including those who are pregnant and individuals affected by medical or behavioral health conditions such as substance use disorders or recent surgeries It also provides critical information on defending test failure determinations based on the direct threat and undue hardship defenses Readers will find A thorough introduction to the validation process best suited for a defensible PAT program Comprehensive explorations of PAT programs in a variety of industries Practical discussions of administering PATs legal cases covering them and published scientific literature related to work physiology Complete treatments of the validation processes used in ensuring PAT programs remain legally defensible This book is perfect for human resource professionals occupational physicians and nurses physical therapists occupational therapists chiropractors safety professionals industrial hygienists ergonomists human factors specialists and risk managers

Calendar of Federal Regulations United States. Regulatory Council, 1982

Employment Testing ,1999 *Calendar of Federal Regulations* Regulatory Information Service Center (U.S.), 1982

The Quantified Worker Ifeoma Ajunwa, 2023-05-11 The information revolution has ushered in a data driven reorganization of the workplace Big data and AI are used to surveil workers and shift risk Workplace wellness programs appraise our health Personality job tests calibrate our mental state The monitoring of social media and surveillance of the workplace measure our social behavior With rich historical sources and contemporary examples The Quantified Worker explores how the workforce science of today goes far beyond increasing efficiency and threatens to erase individual personhood With exhaustive detail Ifeoma Ajunwa shows how different forms of worker quantification are enabled facilitated and driven by technological advances Timely and eye opening The Quantified Worker advocates for changes in the law that

will mitigate the ill effects of the modern workplace

to Employment Law Issues in Minnesota ,2002 **Employment Practices Decisions** ,2005 **An Employer's Guide**
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Employment Practices and Standards Mary Anne Q. Wood,Elwood Gordon Gee,Stephen G. Wood,1982 **Equal**
Employment Opportunity ... Compliance Guide ,2002 Employment Testing Manual ,1997 **Labor Policy and**
Practice: Labor relations Bureau of National Affairs (Arlington, Va.),1953 Fair Employment Practices ,2002

Challenging the Myths of Fair Employment Practices Richard S. Barrett,1998-08-30 This book is a practical guide to the development and use of selection procedures for those who are concerned with human resource management but who are not necessarily specialists in personnel testing Dr Barrett explains how to improve the quality of the work force with the most modern techniques while avoiding unfair discrimination against minorities women older workers and the disabled He challenges myths that have grown up in the past 30 years which interfere with the use of valid and fair selection procedures Topics include historical and legal background cognitive and non cognitive selection procedures validity and measuring and reducing adverse impact Although he concentrates on Title VII of the Civil Rights Act there is special treatment of the Americans with Disabilities Act and the Age of Discrimination in Employment Act Clearly written and informal this book is every bit as professionally sound as his earlier book Fair Employment Strategies in Human Resource Management It removes part of the mystique about tests with many illustrations of good and bad practice Besides being useful to human resource executives it is a valuable supplementary text for graduate and undergraduate courses in personnel management Attorneys would also find it especially valuable because the author documents its point with citations to important cases and the the Uniform Guidelines

The E-Z Legal Guide to Employment Law Valerie Hope Goldstein,1995-10 This legal rights handbook explains current laws governing the workplace Invaluable to both employer and employee it addresses hiring firing discrimination privacy sexual harassment testing wages benefits and many other issues Written in easy to understand language for the layperson

Labor Law Developments ,1972 **Handling Employment Discrimination Cases** Lee Modjeska,1980 Employment Discrimination Law Arthur B. Smith,Charles B. Craver,Leroy D. Clark,1994

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