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EEOC Guide To Illegal Interview Questions: What You Can't Ask

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EEO Guidelines for Interviewing Applicants

You also can't ask questions about an applicant's genetic information, such as the applicant's family medical history or receipt of genetic tests or genetic counseling. For example, you can't ask an applicant: Have any of your close relatives had a heart attack or been diagnosed with a heart condition?

4. What can't I ask when hiring? | U.S. Equal Employment

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Questions about applicant's lineage, ancestry, national origin, descent, place of birth or mother tongue, national origin of applicant's parents or spouse. How applicant acquired ability to read, write or speak a foreign language. Personal Information . Whether the applicant has ever worked for your organization under the current name or another

EEO Guidelines for Interviewing Applicants

The EEOC's Compliance Manual, Discussion Letter and Enforcement Guidance: Pre-Employment Disability-Related Questions and Medical Exams address the issue of interview questions that, if used in...

Guidelines on Interview and Employment Application Questions

illegal interview questions upcounsel 2020 While rule bound questions would be too formal for an entire job interview, adherence to U.S. Equal Employment Opportunity Commission (EEOC) guidelines to hire should frame "behavioral-based" job interview questions. Ask

Eeoc Guidelines On Interview Questions

Although state and federal equal opportunity laws do not clearly forbid employers from making pre-employment

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inquiries that relate to, or disproportionately screen out members based on race, color, sex, national origin, religion, or age, such inquiries may be used as evidence of an employer's intent to discriminate unless the questions asked can be justified by some business purpose.

Prohibited Employment Policies/Practices | U.S. Equal ...

While rule bound questions would be too formal for an entire job interview, adherence to U.S. Equal Employment Opportunity Commission (EEOC) guidelines to hire should frame “behavioral-based” job interview questions. Ask questions that are insight about a candidate’s experience and personality, while avoiding illegal interview ones.

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The EEOC has made it mandatory for companies that meet certain criteria (mostly related to the number of employees and the company's operations) to fill out a compliance survey with employment data categorized by race/ethnicity, gender and job category. This is the EEO-1 report that must be submitted annually.

EEO guidelines: How can you become an equal opportunity ...

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