

# 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.

# Mitsubishi Pre Employment Test

**United States. War Department**



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Airframes and engines United States Strategic Bombing Survey,1947      Economic World ,1993      Training ,1988  
Flying Magazine ,1976-06      **Department of Transportation and related agencies appropriations for 1989** United States. Congress. House. Committee on Appropriations. Subcommittee on Department of Transportation and Related Agencies Appropriations,1989      Technology and Industrial Growth in Pre-War Japan Yukiko Fukasaku,2005-07-22 This book aims to discredit the myth that has the unique cultural traits of the Japanese as the key to the country s success arguing that the more realisable foundation of long term investment in training and research is responsible The book looks at the development of Japan in the pre War period Yukiko Fukasaku sees the achievements of this period as central to the present competitiveness of the country s industrial technology She uses the Mitsubishi Nagasaki shipyard as a case study looking at technological innovation and training as the keys to long term stability and economic success The book has implications for industrial development worldwide Japan s starting point over a century ago was similar to the present conditions of many developing countries and the book s emphasis on the acquisition of better skills as a key to development is as relevant to Europe and America as it is to the Third World      **Department of Transportation and Related Agencies Appropriations for 1990** United States. Congress. House. Committee on Appropriations. Subcommittee on Department of Transportation and Related Agencies Appropriations,1989      **Fair Employment Practices** ,1996      Management for Productivity John R. Schermerhorn,1993      **Daily Labor Report** ,1999      **Time** Briton Hadden,1973      **BNA's Americans with Disabilities Act Manual** ,1998      *BNA's Employment Discrimination Report* ,1999      *Employee Testing* ,1988      *Congressional Record* United States. Congress,1996      Monthly Labor Review ,1989 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews      *Fair Employment Practice Cases* ,1998 With case table

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