

EEOC Guide to Pre-Employment Inquiries

	QUESTION CATEGORIES	QUESTIONS ALLOWED	EXAMPLES OF POTENTIAL DISCRIMINATORY QUESTIONS
1	Arrest records	None (for conviction, see No. 3)	Number and kinds of arrests
2	Availability for work on weekends, evenings	If asked of all applicants and if is a business necessity for the person to be available to work weekends and/or evenings	Any inquiry about religious observances
3	Child care	None, unless asked of all applicants	Inquiry into child care arrangements of only female applicants
4	Citizenship, birthplace & national origin	The only legitimate concern here is whether the applicant is eligible to work in the United States, under the terms of the Immigrant Reform and Control Act of 1986: There is a fair and advisable way to obtain information. The best approach is to ask: Are you either a U.S. citizen or an alien authorized to work in the United States? The Yes or No answer that follows provides all needed information while not disclosing which (citizen or alien) the applicant is.	Birthplace, national origin, ancestry, or lineage of applicant, applicant's parents or applicant's spouse
5	Conviction records	Inquiry into convictions if job-related	Any inquiry about conviction, unrelated to job requirements
6	Creed or religion	None, except where religion is a bona-fide occupational qualification	Applicant's religious affiliation, church, parish, or religious holidays observed
7	Credit records	None, unless job-related	Inquiries about charge accounts, bank accounts, etc.
8	Family status	Whether applicant has responsibilities or commitments that will prevent meeting work schedules, if asked of all applicants regardless of sex	Marital status, number and age of children, spouse's job
9	Height and weight	None, unless job-related	Any inquiry unrelated to job requirements
10	Language	Language applicant speaks or writes fluently, if job-related	Applicant's other tongues, language used by applicant at home, or how applicant acquired the ability to read, write or speak a foreign language
11	Marital status	None	Whether applicant is married, single, divorced, separated, engaged or widowed
12	Military status	Military experience or training	Type or condition of discharge
13	Name	Whether applicant has worked under a different name	The original name of an applicant whose name has been legally changed or the national origin of an applicant's name
14	Organizations	Applicant's membership in professional organizations if job-related	All clubs, social fraternities, societies, lodges or organizations to which applicant belongs
15	Photographs	None except after hiring	Photographs with applications or after interview but before hiring
16	Pregnancy	None	Any inquiry into pregnancy, medical history of pregnancy or family plans

Guide To Preemployment Inquiries

Buckley



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Revised Guide to Pre-employment Inquiries Missouri Commission on Human Rights, 1975 *Guide to Pre-employment Inquiries* Missouri Commission on Human Rights, 1980* *Guide to Pre-employment Inquiries* Missouri Commission on Human Rights, 1980 **Equal Employment Opportunity Compliance Guide, 2013 Edition** John F. Buckley, IV, 2012-12-01 Equal Employment Opportunity Compliance Guide is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Save countless hours of research time This single powerful enclosed CD ROM contains Forms to support you from the initial stages of an EEO complaint EEOC regulations and exclusive annotations Hundreds of legal interpretations of EEOC regulations Primary source enforcement and guidance documents issued by the EEOC The most influential sections of the EEOC Compliance Manual Organized by topic **Equal Employment Opportunity Compliance Guide 2016** BUCKLEY, 2015-12-16 Equal Employment Opportunity Compliance Guide 2015 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop andquot EEO solutionandquot delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including andquot reverseandquot religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes **Equal Employment Opportunity 2017 Compliance Guide** Buckley, 2016-12-20 Equal Employment Opportunity Compliance Guide 2017 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high

profile and potentially costly mistakes *Employer's Guide for Pre-employment Inquiries and Interviewing* Employers Resource Council,1992* **Equal Employment Opportunity 2019 Compliance Guide (IL)** Buckley,2018-12-26 Equal Employment Opportunity Compliance Guide 2019 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer s prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Previous Edition Equal Employment Opportunity Compliance Guide 2018 Edition ISBN 9781454883944 **Equal Employment Opportunity 2020 Compliance Guide** Buckley,2019-11-12 Equal Employment Opportunity Compliance Guide 2020 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer s prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Previous Edition Equal Employment Opportunity Compliance Guide 2019 Edition ISBN 9781543800043 **The role of FCRA in employee background checks and the collection of medical information** United States. Congress. House. Committee on Financial Services. Subcommittee on Financial Institutions and Consumer Credit,2003

The book delves into Guide To Preemployment Inquiries. Guide To Preemployment Inquiries is an essential topic that must be grasped by everyone, from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Guide To Preemployment Inquiries, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:
 - Chapter 1: Introduction to Guide To Preemployment Inquiries
 - Chapter 2: Essential Elements of Guide To Preemployment Inquiries
 - Chapter 3: Guide To Preemployment Inquiries in Everyday Life
 - Chapter 4: Guide To Preemployment Inquiries in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, the author will provide an overview of Guide To Preemployment Inquiries. The first chapter will explore what Guide To Preemployment Inquiries is, why Guide To Preemployment Inquiries is vital, and how to effectively learn about Guide To Preemployment Inquiries.
 3. In chapter 2, this book will delve into the foundational concepts of Guide To Preemployment Inquiries. The second chapter will elucidate the essential principles that need to be understood to grasp Guide To Preemployment Inquiries in its entirety.
 4. In chapter 3, the author will examine the practical applications of Guide To Preemployment Inquiries in daily life. This chapter will showcase real-world examples of how Guide To Preemployment Inquiries can be effectively utilized in everyday scenarios.
 5. In chapter 4, this book will scrutinize the relevance of Guide To Preemployment Inquiries in specific contexts. The fourth chapter will explore how Guide To Preemployment Inquiries is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, the author will draw a conclusion about Guide To Preemployment Inquiries. The final chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Guide To Preemployment Inquiries.

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