

[IMPORTANT: The information and materials contained herein should not be considered or relied upon as legal advice on specific factual situations. Users are urged to consult legal counsel concerning particular situations and specific legal questions.]

Testing/Hiring Pitfalls

1. Unnecessary job requirements which have a disparate impact.
2. Recruiting techniques which have a disparate impact.
3. Asking for prohibited information.
4. Improper screening techniques such as polygraphs.
5. Seeking "Consumer Information" without meeting the legal requirements.
6. Demanding pre-offer medical information.
7. Failing to handle medical information properly.