Legal Compliance



Are your hiring processes legally compliant?

There are many different hiring solutions available today that claim to help you screen or evaluate your candidates. However, not all offer the types of validated science and research designed to help you make the best hiring decisions that are compliant with EEOC statutes and guidelines.

Take reference checking solutions for example, where simple mistakes can be costly. Getting feedback from managers, coworkers and direct reports on a candidate's past performance, can predict future performance. But this predictive ability comes only from reliable, scientifically valid and proven methodologies.

So it's not only about good science: it's also about the law.

Understand and support compliance.

Are your tests, surveys and evaluation criteria free of bias or adverse impact?

Can your vendors provide documentation noting they have conducted validity testing that shows their solution does not adversely impact protected classes? Request evidence that your tests, tools and survey providers meet EEOC standards and support OFCCP compliance. Data collection, analysis and reporting by your survey vendor should be ongoing.

Are your tests, surveys and evaluation criteria consistent and reliable?

Tests, surveys and selection criteria must meet consistency and reliability standards.

Are you evaluating behaviors that are critical to job success?

Tests unrelated to specific job-related criteria are often targeted in lawsuits. They must be valid, with evidence that what's being evaluated is related to job success.

Is your data safe and easily accessible?

Your surveys, tests and tools should provide longterm electronic storage of your candidates results in case of an audit or legal inquiry. You should be able to access and run historical reports.



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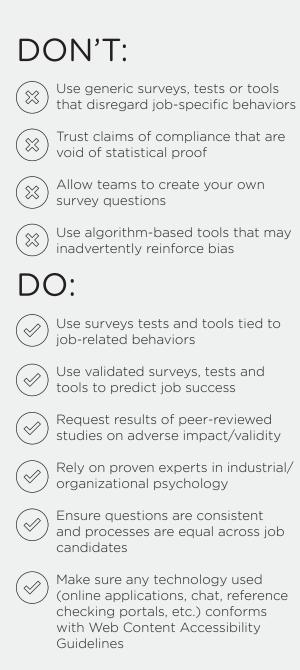
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Organizations can spend millions of dollars settling lawsuits because they failed to comply with federal rules and guidelines. The negative impact on your brand can be even more costly.

Don't be one of them.



Why SkillSurvey?

- SkillSurvey Reference[™] and our Pre-Hire 360[®] methodology is proven and patented and our solution helps organizations check references on more than 30,000 job candidates each month.
- Survey library contains hundreds of online, job-specific surveys.
- Dedicated in-house team of I/O Psychologists routinely conducts reliability, predictive validity, and adverse impact studies.
- Peer-reviewed results consistently exceed professional standards.

To read the full article of our published studies that appear in the International Journal of Selection and Assessment, visit go.skillsurvey.com/IJSA



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