

Hiring Legally



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Fair Employment Laws (cont.)

- Executive Order 11246
- Pregnancy Discrimination Act
- Immigration Reform and Control Act
- Uniformed Services Employment and Reemployment Rights Act



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Enforcement

- State EEO agencies
- State and federal courts
- EEOC



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Interviews (cont.)

- Focus on job requirements and company policies
- Avoid stereotyping applicants
- Take notes of the conversation

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Questions You *Can't* Ask

- Age
- Marital status
- Family
- Sexual orientation
- Health

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Release Forms

- Releases allow legal access to information
- Releases must be in writing and signed by the applicant
- Include a release statement for each type of information

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