

Tool card: Uniform Guidelines on Employee Selection Procedures (EEOC)

Federal guidelines on employee selection procedures and the U.S. Equal Employment Opportunity Commission's questions and answers about them. They require careful attention to selection procedures that produce adverse impact and to evidence of job relatedness and validity. Public. Permitted use: cite and link; HR and legal partners interpret.

Outside source

A public source outside this program. Check the current source before relying on it. Source: U.S. Equal Employment Opportunity Commission — <https://www.eeoc.gov/laws/guidance/questions-and-answers-clarify-and-provide-common-interpretation-uniform-guidelines>

Content

Owner and publisher: U.S. Equal Employment Opportunity Commission and partner agencies. Status: public federal guidance.

Purpose: guidance on how selection procedures should be examined for adverse impact and supported by evidence of job relatedness.

Limits: guidance, applied by HR and legal partners. Do not remove qualifications categorically on the basis of this card; determine what the work requires.

Program use: the job-relatedness check and the inclusive hiring lifecycle follow its questions in practice terms.

Next steps

- **Is this requirement job related?** — program page [/library/ja-job-relatedness-check](#)
- **Inclusive hiring lifecycle** — program page [/library/ja-inclusive-hiring-lifecycle](#)

Sources

- **U.S. Equal Employment Opportunity Commission** — The original source for this resource. <https://www.eeoc.gov/laws/guidance/questions-and-answers-clarify-and-provide-common-interpretation-uniform-guidelines>