



EEOC COMPLIANCE

“The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.”

-EEOC

Plum helps match the right person for the right job. The Plum survey uses scientifically validated methods to evaluate whether the applicant has the key attributes (personality and attitude) deemed important for success in that role. The applicant is assessed against the key attributes (Match Criteria) that is set by the employer.

HOW PLUM IS EEOC COMPLIANT

1. The law requires that hiring tools must not discriminate against race, color, religion, sex or nationality. Plum is administered online and what Plum surveys are not related to anything that can be discriminated against. For instance, the survey is conducted at a US 9th grade reading level. As long as the job requires this level of reading ability or higher, then the survey is compliant. Additionally, there are no math questions to discriminate against education level or national origin (if English isn't the first language). Plum tests Intelligence through the use of puzzles, not math. While the names of the applicants are indicated on the results, the employer needs to exercise the same caution they do when reviewing resumes with names to remove discrimination.
2. The employer needs to prove the “business necessity” and “job relatedness” of the test. With Plum, the Match Criteria selected by the employer is the “job relatedness”. These are the key behaviors deemed necessary for success in the role. The employer is the expert who determines the selection criteria since the employer knows the needs of the job best.
3. Screening tools should not screen out a protected group. Plum's proprietary algorithms highlight the best candidates based on the job fit. It does not take into account the names, experience, background, education, religion or sex of the applicants. The names are only revealed to the employer once the test is complete so that the scores can be associated with the applicant. Plum provides a shortlist of the best matched candidates to move through to the next stage of the hiring process, outside of the discriminating factors.
4. The tests must be professionally developed. Plum surveys has been developed with Dr. Neil Christiansen, the leading I/O Psychologist in forced choice methodology and co-author of the Handbook of Personality at Work. Forced choice is a type of questioning that has no right or wrong answer, rather it makes the respondent choose the answer that best reflects them or what they would do. Plum uses this methodology in its survey to prevent faking and gaming as the applicant does not know what the employer choose as key attributes for success.

The use of scored tests (such as Plum) is acceptable by US law. The laws in the US regarding discrimination in the hiring process has more stringent requirements than Canada and therefore Plum follows the EEOC Guidelines to ensure the best compliance has been met.

Validation

The majority of the individual scored tests out there have been previously validated and the American Psychological Society has stated that the tests specifically developed by Plum and the survey as a whole are scientifically sound.