statistical data and other non-statistical information which would indicate whether employees and applicants are being treated without regard to their race, color, religion, sex, or national origin.

PART 60–3—UNIFORM GUIDELINES ON EMPLOYEE SELECTION PROCEDURES (1978)

Sec. 60–3.1 Statement of purpose.
60–3.2 Scope.
60–3.3 Discrimination defined: Relationship between use of selection procedures and discrimination.
60–3.4 Information on impact.
60–3.5 General standards for validity studies.
60–3.6 Use of selection procedures which have not been validated.
60–3.7 Use of other validity studies.
60–3.8 Cooperative studies.
60–3.9 No assumption of validity.
60–3.10 Employment agencies and employment services.
60–3.12 Retesting of applicants.
60–3.13 Affirmative action.

TECHNICAL STANDARDS

DOCUMENTATION OF IMPACT AND VALIDITY EVIDENCE
60–3.15 Documentation of impact and validity evidence.

DEFINITIONS
60–3.16 Definitions.

APPENDIX TO PART 60–3
60–3.17 Policy statement on affirmative action (see section 13B).
60–3.18 Citations.

AUTHORITY: Secs. 201, 202, 203, 303(a), 305, 206(a), 301, 303(b), and 403(b) of E.O. 11246; as amended by sec. 715 of Civil Rights Act of 1964, as amended (42 U.S.C. 2000e-14).

SOURCE: 43 FR 36296, 38314, August 25, 1978, unless otherwise noted.

GENERAL PRINCIPLES

§ 60–3.2 Scope.

A. Application of guidelines. These guidelines will be applied by the Equal Employment Opportunity Commission in the enforcement of title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 (hereinafter “Title VII”); by the Department of Labor, and the contract compliance agencies until the transfer of authority contemplated by the President’s Reorganization Plan No. 1 of 1978, in the administration and enforcement of Executive Order 11246, as amended by Executive Order 11375 (hereinafter “Executive Order 11246”);
§ 60–3.3 Discrimination defined: Relationship between use of selection procedures and discrimination.

A. Procedure having adverse impact constitutes discrimination unless justified. The use of any selection procedure which has an adverse impact on the hiring, promotion, or other employment opportunities of members of any race, sex, or ethnic group will be considered discriminatory and inconsistent with these guidelines unless the procedure has been validated in accordance with these guidelines, unless the provisions of section 6 of this part are satisfied.

B. Consideration of suitable alternative selection procedures. Where two or more selection procedures are available which serve the user’s legitimate interest in efficient and trustworthy workmanship, and which are substantially equally valid for a given purpose, the user should use the procedure which has been demonstrated to have the lesser adverse impact. Accordingly, whenever a validity study is called for by these guidelines, the user should include, as a part of the validity study, an investigation of suitable alternative