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Beyond Illegal Interview Questions: What Hiring Managers Need to Know About Protected Characteristics

Webinar #061517-MS

DATE AND TIME

June 15, 2017

10:00 - 11:30 a.m. CT

OVERVIEW

This webinar will provide hiring managers with a comprehensive overview of what they need to know about protected characteristics to screen applicants, conduct interviews and make hiring decisions in a manner that is compliant with all U.S. equal employment opportunity (EEO) laws and regulations.

Attendees will deepen their knowledge of off-limits topics for the hiring process beyond what is found on the often-used lists of illegal interview questions commonly used when “training” people on how to hire. The objective is for participants to develop (and be able to apply!) a working knowledge of what they cannot try to learn about applicants – and cannot use – in the hiring process in order to stay in compliance with equal employment opportunity requirements.

TOPICS COVERED

- Why a list of ‘illegal interview questions’ to avoid is not sufficient.
- What the protected characteristics are and why they are off-limits during the hiring process.
- Common hiring process mistakes (to avoid) related to protected characteristics.
- Examples of less-than-obvious off-limits topics based on real-world situations.
- Best practices to avoid EEO-related risks and liability related to the hiring process.

As a result of this webinar, participants should be able to:

- List the protected characteristics as applicable to interviewing.
- Explain how protected characteristics relate to the hiring process.
- Be able to apply interview best practices with regards to EEO compliance.

TARGET AUDIENCE

All HR personnel.

FACULTY

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MTI Business Solutions

Mary Gormandy White is co-founder of MTI Business Solutions, a Gulf-Coast-based corporate training firm specializing in HR, management, leadership, communication, customer service, Everything DiSC, Five Behaviors of a Cohesive Team and PXT Select training and related services.

She provides HR and talent development, and assessment services to clients throughout the United States, and frequently presents at conferences and association meetings nationwide. She is an Everything DiSC certified trainer and teaches SHRM-SCP/CP certification preparation courses. Her professional background includes extensive experience in HR and talent development.

PRICE

\$195 per connection for members.

\$390 per connection for non-members.

Note: The fee is for one phone line with unlimited participants. For example, 10 employees can participate for only \$19.50 ea!

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**For more
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