

## 8.17: Introduction to Avoiding Discrimination

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### What you'll learn to do: Discuss how to avoid discrimination in the recruiting process

Avoiding discrimination in the recruiting process isn't only a matter of refraining from intentional discrimination or what the EEOC refers to as "disparate treatment." Companies are also prohibited from using screening or testing practices that have an adverse impact on a protected group or groups, referred to as "implicit discrimination." In this section, we will discuss these two aspects of discrimination and how to evaluate the use of employee screening and testing practices to avoid discrimination under Title VII, the ADA and ADEA.

### Contributors and Attributions

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