Retention Strategy: Ask Applicants 'Any Family in the Area?'

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The article, "Retention Strategy: Ask Applicants 'Any Family in the Area?'" featured in *SHRM,* highlighted some of the legal risks associated with asking applicants — "Do you have family in the area?"

Jay Hux provided employers with alternative questions to ask applicants, to avoid legal ramifications.

Jay said asking applicants whether they have family in the area is, legally speaking, a "gray area."

"Title VII doesn't prohibit discrimination based on family status," he remarked, but if the question prompts a discussion of whether there is a spouse or children, the EEOC could have an issue with it.

For those reluctant to ask applicants about family in the area, he suggested the following alternative questions:

- Did you go to school here?
- Why are you drawn to this area?
- Do you have any connections to the area?
- What's your connection to [the city]?

To read the full article, please visit *SHRM*.

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