EEOC's Expanding Priorities

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The article, “EEOC's Expanding Priorities,” featured in *HR Executive Online*, discussed the recent unveiling of the Equal Employment Opportunity Commission’s (EEOC) Strategic Enforcement Plan for fiscal years 2017 to 2021, where its commitment to "advancing equal opportunity and freedom from discrimination in the workplace,” was reaffirmed.

Randy Coffey said he believes rules may be issued at some point as they pertain to "joint employer" situations, which are becoming increasingly common due to the prevalence of unconventional employment relationships. He also believes the EEOC is likely to issue rules pertaining to the use of data-driven screening tools for making hiring and employment decisions, another concern cited in the new SEP.

"Companies need to be careful to ensure that whatever screening tools they are using have themselves been screened to ensure they don't have adverse impacts on particular demographic groups," said Randy. "That will draw EEOC scrutiny for certain."

To read the first article, please visit *HR Executive Online*.

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