

## Texas Bosses Can Choose Not to Hire Unattractive Candidates

News

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Dallas Managing Partner Mike Abcarian was interviewed on radio station KRLD on July 14 in a segment entitled "Texas Bosses Can Choose Not to Hire Unattractive Candidates." Noted was a recent *Newsweek* special report that showed 57 percent of hiring managers said qualified but unattractive candidates will have a harder time getting a job. First instincts may tell us that discrimination based on looks is illegal, however, in Texas, hiring decisions based on attractiveness are not illegal. Unattractiveness is not something protected by law, like race, gender or age. Mike said that's important, because Texas is an at-will employment state. He explained further: "Meaning they [new employees] can be hired for any reasons good, bad or indifferent. They can be terminated. And decisions along the way, unless otherwise prohibited by law, can be reasons for making decisions about terms and conditions of employment."

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