

Case Study 2 Keep on Trackin'?

As the EEO Investigator, I would first evaluate Mr. Rowe's hiring process. I would question how long he has been using current hiring process. This would help me determine if he made any recent changes to his current hiring process or requirements. His recruitment process would be evaluated also. What method does he use to attract applicants? How does he search for potential employees? As the EEO Investigator I would assess to make sure that the testing, education and valid driver's license requirements are necessary for the position. During my evaluation, I would make sure that the required criteria for this position are not discriminatory against existing employment laws including race, religion, age and gender.

The complaint mentions that both male and female filed 2 separate grievance against Time Rowe's small trucking company. These allegations help me to rule out any discrimination claims that Tim did not offer them the current opening due to was not any mention of age in the complaint. This relieves to me of the duties to investigate any discrimination against the applicants due to age.

After careful review of the job requirements to have a high school diploma to qualifications for the open position, I did not find this requirement to be invalid. At present this is considered a very minimal education requirement for most positions. The delivery driver will need to handle paperwork and important company documents when delivering merchandise to customers. This task would make having some form of education very important. Tim uses the GED testing system to evaluate the applicant's ability to do basic mathematics. It is also used to test the applicant's vocabulary. The driver is required to have customer interaction and the proper use of

words is very important. Proper and professional language when speaking to clients are a must per Tim.

After careful review, and taking all of Tim's requirements into consideration, I did not find that any of Tim's qualifications for this position to be discriminatory toward any race, age, gender or religion. Tim provided valid reasoning why he chose the specific requirements.

The requirement that is mostly viewed to be job related is the requirement to have a valid driver's license. This is not only a requirement to work for Tim Rowe's small trucking firm, but this is also required by the law to operate a moving vehicle.