



HackerEarth: Equal Employment Opportunity Compliance Report



This document is a detailed report on how 'HackerEarth assessments' is in compliance with the Equal Employment Opportunity Commission (EEOC) laws. It covers the various segments of the EEOC laws and what HackerEarth Assessments does to support these laws.



What is EEOC compliance?

The **U.S. Equal Employment Opportunity Commission (EEOC)** enforces Federal laws to prevent any form of employment discrimination. The EEOC laws are applicable to both employees and job applicants. In order to be compliant with the EEOC federal laws, an organization must not discriminate on the following grounds:

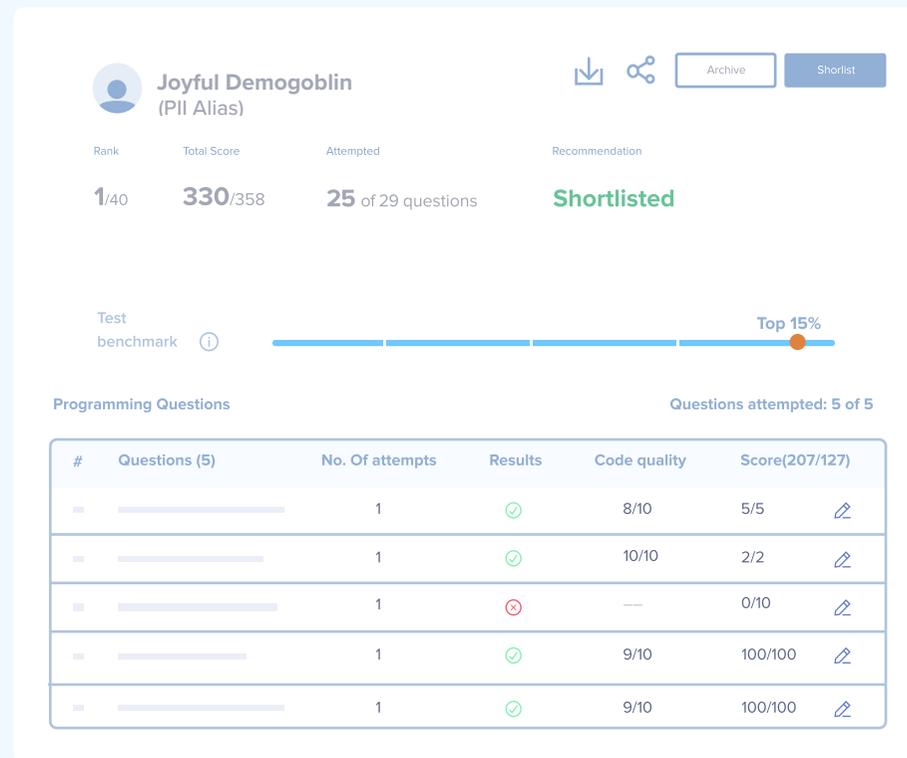
- Unfair treatment because of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.
- Harassment by managers, co-workers, or others in the workplace, because of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.
- Denial of a reasonable workplace accommodation that the employee needs because of religious beliefs or disability.
- Retaliation because the employee complained about job discrimination, or assisted with a job discrimination investigation or lawsuit.

Source: [U.S. EEOC](#)



About HackerEarth Assessments

HackerEarth Assessments is a technical skill assessment software that enables technical recruiters to assess a job applicant's coding skills. It is therefore essential that HackerEarth Assessments complies with the EEOC laws to enable organizations limit or prohibit employment discrimination.



How does HackerEarth Assessment comply with the EEOC laws?

In this section we will go over each subsection of the EEOC laws and provide information on the features that HackerEarth Assessments provides to aid organizations stay compliant with EEOC.

General

In order to prevent job applicants against any employment discrimination HackerEarth Assessments provides the following features:

- Disclosure to the job applicants before they begin an assessment (on the assessment preview screen) on the platform that HackerEarth/ HackerEarth Assessments does not discriminate job applicants based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability or genetic information.
- When administrators/recruiters/hiring managers shortlist a candidate with a certain score while rejecting other candidates with the same or higher score a warning message is given to them regarding complying with EEOC. This is to ensure that all candidates are evaluated equally.

- Admins have an option to hide personally identifiable information (PII) from recruiters/hiring managers when going through a candidate's performance on HackerEarth, this ensures that candidates are shortlisted/selected only based on their technical skills and there is no discrimination based on any PII.
- The minimum requirement for a candidate to sign up for HackerEarth Assessments is their email address, this ensures that we are not collecting any PII other than email address. In the spirit of privacy and for being GDPR compliant, if the candidate chooses, they can request for this information to be purged from HackerEarth's servers which will be adhered to within 12 days.

Below are details on how we ensure compliance for all the key parameters that are covered by EEOC

Discrimination based on sex

Sex based discrimination includes discrimination against an individual based on gender identity, including transgender status, or because of sexual orientation.

HackerEarth Assessments prevents this in the following ways:

- Replacing all gender related pronouns (he/she) with gender neutral pronouns (them/they).
- Option for the admins to disable collecting information related to someone's sex/sexual orientation/gender identity etc.
- Providing a self disclosure option on sex based information.
- Hide personally identifiable information (PII) from recruiters/hiring managers while evaluating a candidate thus preventing them from discriminating based on PII.

Discrimination based on age

The Age Discrimination in Employment Act (ADEA) forbids age discrimination against people who are age 40 or older. It does not protect workers under the age of 40, although some states have laws that protect younger workers from age discrimination. It is not illegal for an employer or other covered entity to favor an older worker over a younger one, even if both workers are age 40 or older.

HackerEarth Assessments prevents this by:

- Options to admins to disable data like the candidate's age and their date of birth.
- In case the administrators/recruiters/hiring managers choose to request for this information from candidates they will be warned regarding EEOC compliance.

Discrimination based on disability

Disability discrimination occurs when an employer, treats a qualified individual with a disability who is an employee or applicant unfavorably because he/she has a disability.

HackerEarth Assessments prevents this by:

- Allowing admins to provide additional consideration for the candidate, if the candidate disclosed about their disability.
- Option to provide a disclaimer stating that one cannot ask a candidate to take a medical exam to prove the disability in case the candidate chooses to reveal their disability.

Discrimination based on compensation

The Equal Pay Act requires that men and women in the same workplace be given equal pay for equal work. The jobs need not be identical, but they must be substantially equal. Job content (not job titles) determines whether jobs are substantially equal. All forms of pay are covered by this law, including salary, overtime pay, bonuses, stock options, profit sharing and bonus plans, life insurance, vacation and holiday pay, cleaning or gasoline allowances, hotel accommodations, reimbursement for travel expenses, and benefits. If there is an inequality in wages between men and women, employers may not reduce the wages of either sex to equalize their pay.

HackerEarth Assessments prevents this by:

- Not requesting for financial information.
- In case the administrators/ recruiters/ hiring managers choose to request for this information from candidates they will be warned regarding EEOC compliance.
- Mentioning in the disclaimer that, HackerEarth or HackerEarth Assessments does not support discrimination based on compensation.



Discrimination based on national origin

National origin discrimination involves treating people (applicants or employees) unfavorably because they are from a particular country or part of the world, because of ethnicity or accent, or because they appear to be of a certain ethnic background (even if they are not).

HackerEarth Assessments prevents this by:

- Not requesting for information based on national origin.
- In case the administrators/recruiters/hiring managers choose to request for this information from candidates they will be warned regarding EEOC compliance.
- Option to add in the disclaimer that the organization does not support discrimination based on compensation.

Discrimination based on pregnancy

Pregnancy discrimination involves treating a woman (an applicant or employee) unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

HackerEarth Assessments prevents this by:

- Not requesting pregnancy information.
- In case the administrators/recruiters/hiring managers choose to request for this information from candidates they will be warned regarding EEOC compliance.
- Mentioning in the disclaimer that, HackerEarth or HackerEarth Assessments does not support discrimination based on pregnancy.

Discrimination based on race/color

Race discrimination involves treating someone (an applicant or employee) unfavorably because he/she is of a certain race or because of personal characteristics associated with race. Color discrimination involves treating someone unfavorably because of skin color complexion.

HackerEarth Assessments prevents this by:

- Not requesting information based on race/color.
- In case the administrators/recruiters/hiring managers choose to request for this information from candidates they will be warned regarding EEOC compliance.
- Mentioning in the disclaimer that, HackerEarth or HackerEarth Assessments does not support discrimination based on race/color.



Discrimination based on religion

Religious discrimination involves treating a person (an applicant or employee) unfavorably because of his or her religious beliefs. The law protects not only people who belong to traditional, organized religions, such as Buddhism, Christianity, Hinduism, Islam, and Judaism, but also others who have sincerely held religious, ethical or moral beliefs.

HackerEarth Assessments prevents this by:

- Not requesting information based on religion.
- In case the administrators/recruiters/hiring managers choose to request for this information from candidates they will be warned regarding EEOC compliance.
- Mentioning in the disclaimer that, HackerEarth or HackerEarth Assessments does not support discrimination based on religion.

Hiring Best Practices

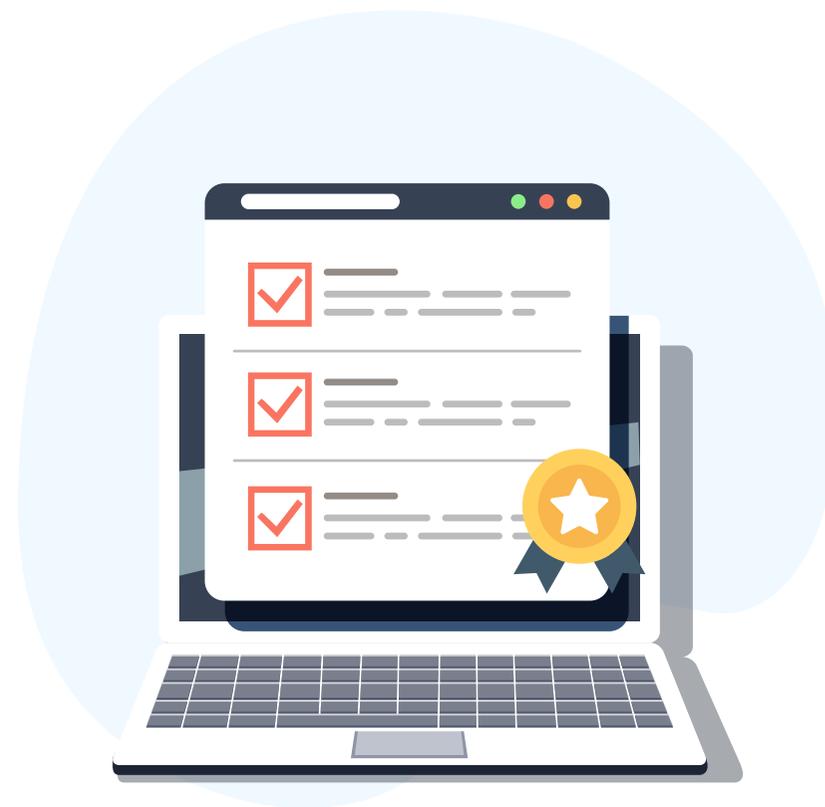
Here are a list of best practices for organizations to follow while using assessments to screen candidates:

- Refrain from collecting sensitive information from the candidate such as sex, age, race, color, national origin, religion, disability, pregnancy status. In the case that you want to request such details, be certain to provide an option stating “I choose not to declare”.
- Add sufficient disclosures and information for the candidate that tells them how you follow EEOC compliance in your hiring process.
- If you shortlist a candidate for a certain score or test performance, do not reject another candidate who has scored the same or more. Unless there is an objective reason for rejecting them.
- To ensure there is no bias among different admins, hide personally identifiable information through the feature that is provided on the product.



In summary

HackerEarth supports and HackerEarth Assessments is in compliance with the EEOC laws and encourages organizations using the platform to abide by the EEOC federal laws.





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