

19 Hiring Traps to Avoid

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Carlton Fields labor and employment attorney and Core Triangle Vice President Rae Vann was quoted in a *Society for Human Resources Management* article, “19 Hiring Traps to Avoid,” on preventable pitfalls throughout the hiring process. The traps typically include problematic job postings, illegal qualification standards, inaccessible posting platforms, prohibited inquiries in interviews, and accommodation issues. Vann shares that specific qualification standards, such as not hiring anyone with a criminal record, could violate Title VII of the Civil Rights Act of 1964. “The problem with such a qualification standard is that relying on criminal history has a proven adverse impact on certain protected groups — namely, men and Blacks and Latinos,” said Vann. “While there are certain positions for which an applicant's criminal history may be relevant, for others, it may not.” Vann also advises to avoid asking interview questions that “elicit information likely to disclose personal characteristics unrelated to the job, such as parental status, past injuries, and political affiliation.” [Read the article.](#)

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