

ADVERTISING SPACE & MATERIALS DEADLINE:

Reserve your ad space the first business day of the month preceding the issue date (example: January 1st for February Issue). Materials are due by the 15th of the month. Creation of ads must come from the partner (see below mockups for ad examples).

REQUIREMENTS

- All ads may be in black & white or color, and must be at least 96 dpi
- File Types Accepted: High Resolution jpg.
- Send all materials and correspondence to: marketing@employers.org

NEWSLETTER EMAIL ADVERTISEMENT

\$295

Logo included in one edition of our monthly newsletter email.

SPECS: 728 x 90 Pixels



BLOG ADVERTISEMENT | OPTION 1

\$395

Single advertisement permanently posted on right vertical column of blog article.

SPECS: 120 x 500 Pixels

Accommodations for Digital Interviews

Tags: ADA, digital interviews

Posted by: CEA's HR Advisor Team on Thursday, September 13, 2018 at 8:00:00 am



On September 7, the EEOC released an [informal discussion letter](#) that, while not an official opinion of the Commission, nonetheless reminds employers that they need to keep applicants who are deaf or hard of hearing in mind when extending invitations for digital interviews (typically video or virtual interviews). The inquiry that prompted the informal discussion letter came from an applicant who was invited by two different companies to participate in such interviews.

The ADA's prohibition in Title I against discrimination in employment includes recruitment, advertising, job application procedures, and hiring. Title I also makes it illegal for covered entities to refuse "to make reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee with a disability" unless the entity can show it would cause "undue hardship."

Digital interview accommodations. The law requires that companies make hiring processes accessible to applicants with disabilities. So, if an applicant requests a reasonable accommodation to participate in a digital interview, or requests a different interview method as a reasonable accommodation, a company will violate the ADA if it refuses to provide one.

Takeaways:

- Companies that use digital interviews should ensure that applicants are able to make accommodation requests.
- Companies should warn applicants that digital interviews may require accommodation requests may be made.
- Employees who need reasonable accommodations should clearly state that due to a disability, they need a digital interview, or that they would need a different interview method as a reasonable accommodation.



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BLOG ADVERTISEMENT | OPTION 2

\$395

Single advertisement permanently posted on the upper right corner of blog article.

SPECS: 180 x 150 Pixels

Accommodations for Digital Interviews

Tags: digital interviews, ADA

Posted by: CEA's HR Advisor Team on Thursday, September 13, 2018 at 8:00:00 am



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