

CAN A CAREER CENTER PRESCREEN CANDIDATES FOR AN EMPLOYER?

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Can a career center prescreen candidates for an employer? Can faculty prescreen for an employer?

If the career center or faculty policies apply only to "employers" and discrimination provisions typically apply only to "employees," and if employers have adopted similar provisions that encompass individual employees and third parties, these state law provisions often make it unlawful for any individual or entity to "abet" discriminatory employment practices. Additionally, educational institutions that accept federal funding may run afoul of Title VI of the Civil Rights Act of 1964, as well as the Equal Protection Clause by implementing or endorsing