

UW POLICY DIRECTORY

Rescinded 11-27-24

APS 46.1 – Guidelines for Preemployment Inquiries

(Approved by the Provost and Vice President of Academic Affairs by authority of Executive Order No. 4)

1. Policy

The University of Washington is committed to nondiscrimination in its hiring practices. As a matter of policy, University hiring processes should adhere to [Guidelines for Pre-Employment Inquiries](#). These guidelines adapt the Washington State Human Rights Commission regulations in [Chapter 162-12 WAC](#) for use within the University's employment systems while conforming with the substance of the regulations and University policy.

Department administrators are responsible for directing all participants in the preemployment process to comply with the guidelines. Failure to comply may result in claims against the University and personal liability.

2. Additional Information

Questions concerning fair and unfair preemployment inquiries may be directed to the [Office of Equal Opportunity and Affirmative Action](#).

May 1, 2002.