

**(JOB LAW, from page 1)**

eliminate the impact upon the majority group employee since he was not directly responsible for the discrimination. This type of relief might be the use of the back pay provision which would cause the employer to bear the burden of the readjustment.

(6) Another problem of patterned employment

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discrimination is that of the use of qualification testing. Although it was recognized that employers have a legitimate interest in making certain determinations on the basis of tests, it was also noted that no test is entirely objective and thus the possibility of discrimination in the administration of the test or in the test itself must be considered. Of course, where the purpose of the test is to discriminate, the use of that test is specifically prohibited by Title VII.

(7) There was some concern expressed that individual complainants are not adequately pro-

tected from reprisals. Although Title VII offers some protection, a few participants felt that this was not going to be effective. It was noted that the identity of a complainant does not need to be disclosed until a case is filed in court. However, ultimate responsibility for protection rests with local police authorities, rather than the federal government.

(8) The problem of employment discrimination encountered by Spanish-speaking groups in some areas was also mentioned. It was agreed that more study of this problem is needed.

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