

VOTE TUESDAY, SEPTEMBER 1 VOTE

**The
Action
Paper!**

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INTEGRATION PLAN PLEAS BEING HEARD IN U.S. COURT

EEOC announces revised guidelines on employment testing

Washington - The Equal Employment Opportunity Commission (EEOC), an independent Federal agency, has issued Guidelines on Employee Selection Procedures, specifically testing.

The announcement was made here by William H. Brown III, Chairman of EEOC.

Chairman Brown said: "These guidelines do not outlaw testing; they are meant to stop discriminatory testing. An evaluation of complaints filed with the Commission reveals that many testing procedures used by employees, unions, and employment agencies, although they appear fair and equitable on the surface, are in fact subtle and insidious tools used to exclude minorities and women from the mainstream of the labor force."

The purpose of the Guidelines is "to contribute to the implementation of non-discriminatory personnel practices." Today's announcement extends and amplifies earlier testing guidelines issued by the Commission in August, 1966. It affects employers, labor unions and employment agencies subject to EEOC's jurisdiction under Title VII of the 1964 Civil Rights Act.

In addition to formal psychological tests, the Guidelines apply to such other employment standards as scored application forms, personal interviews, educational requirements and work.

The Guidelines state that while professionally devised tests, used in conjunction with other tools, may significantly aid in developing an efficient work force, they may also have a discriminatory effect. In many cases, minority job candidates experience disproportionately high rates of rejection because they fail to achieve a minimum test score. Yet, in many cases, there is no evidence that the tests are valid predictors of good performance on the job.

The Guidelines were developed to provide "workable standards for employers, labor unions, and employment agencies." A test is discriminatory when it screens out a disproportionately large number of classes protected by Title VII and when it has not been shown to be valid for its intended purposes.

Validation of a test requires the presentation of empirical data which demonstrate that the test accurately measures some skill, knowledge, aptitude, or characteristic which is relevant to (see EEOC Page 16)

Lt. Bolden Trial Set



Lt. Larry Bolden, LVPD will have his day in court Monday, August 24 in Dept. 2.

The VOICE joins the community in hoping that the wheels of justice will turn the proper way. That is the courts will order certification of his name to the rank of captain.

Church and Civil Right Groups Unite For School Lunch Program

The National Council of Churches Committee on Domestic Hunger has linked up with the Children's Foundation, the Southern Christian Leadership Conference, National Welfare Rights Organizations to work together to make the school lunch program work more effectively.

They are stressing that a child who is hungry can't learn. They stress that parents should go to school and not only see what is being served, but how it tastes.

They further pointed out that of the 9,000,000 children who needed lunches only 4 million of them were fed.

And that no longer was China, India and other distant places where people were starving, but right here in America.

The time has long since passed when we should take care of our own hungry children.

OPEN DOOR POLICY

What you think the Voice can do to help make the L.V. community a better place to work and live is what we want to know.

Let's talk about your thing.

Thursdays - 9 AM to 12 Noon

Your Voice Editor invites you to come in, sit down, and express yourself on any subject you feel will be of benefit to the community.

The NAACP filed the original suit two years ago. The League of Women Voters and the Parents Who Care group participated in hearings Monday and Tuesday.

The different groups advocated different plans, with the League asking for immediate desegregation of all Westside schools. White parents who care advocate a voluntary plan. Meanwhile the NAACP charged that the school district has failed to have Blacks in Administrative positions. Thereby excluding Blacks from participating in policy making decisions effecting the plan.

The school district defended its present plan as having met the objectives set by Judge Thompson at the hearing two years ago. The district also felt that the plan started last year had produced favorable results and should be the bases to implement this years program.

However in Tuesdays hearings several challenges were made against the districts figures, which stated that 2,549 children were voluntarily attending other schools outside of their neighborhood area. Frank Schrick proclaimed that the true figure was closer to 700 or 800 students.

Judge Thompson questioned the districts statement that finances were the cause of not implementing the program as much as they wanted to adding that if money to finance the plan was not available it will not be possible to have intergration.

The final arguments will be heard Wednesday morning. How soon after then that Judge Thompson will render his decision.

In any event time would appear to run again any chance being made this school year.

CSO TO MEET SUNDAY, AUG. 23

The Community Service Organization meeting Saturday afternoon at the VOICE office was productive to a point of selecting two project goals for community betterment. The meetings have not had good attendance but have brought together community people who feel that we must unite to have power to bring about some long needed changes.

The group has delayed naming officers until we can have more of a cross section of Blacks that will be more representative of the total community. We urge more of a turnout so that both the young and the old can unite to set target goals.

The next meeting is scheduled for Sunday afternoon August 23rd at 4 p.m.

What the organization needs is more community awareness of the need for its existance. Time is running out. Let's get together.