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BAN GROUP-NORMING TEST SCORES

House Bill 4078

Sponsor: Rep. Penny Crissman

Committee: Constitutional and Civil
Rights

Complete to 2-10-87

A SUMMARY OF HOUSE BILL 4078 AS INTRODUCED 1-28-97

The bill would amend the Elliott-Larsen Civil Rights Act to prohibit employers, employment agencies, and educational institutions from so-called "group-norming" test scores -- adjusting test scores depending on the test taker's group affiliation -- to select applicants for jobs or admission, to determine eligibility for financial assistance, or to promote employees or rank students.

When tests were used to select or refer job applicants or for promotion, employers and employment agencies would be prohibited from adjusting test scores, using different cut-off scores, or otherwise altering the results of a test based upon the religion, race, color, national origin, or sex of the person taking the test.

For the purposes of admissions, class ranking, and eligibility to participate in education programs, educational institutions would be prohibited from using different tests (as well as from using different cut-off scores or otherwise altering the results of a test), not only on the basis of religion, race, color, or national origin, but also on the basis of gender, veteran status, athletic ability, or relationship to alumni, school employees, financial contributors, or political or public figures.

MCL 37.2202, 37.2203, and 37.2402

Analyst: S. Ekstrom

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