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PROHIBIT "GROUP-NORMING" TEST SCORES

House Bill 4232

Sponsor: Rep. Michael Bishop

Committee: Constitutional Law and Ethics

Complete to 3-26-99

A SUMMARY OF HOUSE BILL 4232 AS INTRODUCED 2-9-99

The bill would amend the Elliott-Larsen Civil Rights Act to prohibit the use of "group-norming" in employment or higher education. More specifically, the bill would prohibit employers and employment agencies from adjusting a test score, using a different cutoff score, or otherwise altering the results of a test on the basis of religion, race, color, national origin, or sex for the purposes of selecting or referring an applicant or candidate for employment or promotion. The bill would add a similar prohibition for educational institutions with regard to admissions, class rankings, or eligibility for participating in the institution's programs, but would include in the list of prohibited categories not only religion, race, color, national origin, and gender (rather than "sex"), but also the additional categories of "veteran status, athletic ability, relationship to alumni, relationship to school employees, relationship to a financial contributor, or relationship to a political or public figure." As used in the section dealing with educational institutions, "test score" would be defined to mean "the result of a standardized test used for the purpose of admission to an institution of higher education."

MCL 37.2202, 37.2203 and 37.2402

House Bill 4232 (3-26-99)

Analyst: S. Ekstrom

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