



GREENJOBINTERVIEW COMPLIANCE & SECURITY

We often get asked about the compliance, legality and security of video interviewing.

The EEOC wrote a letter in 2004 that explained that as long as your hiring process is non-discriminatory and focuses on the job qualifications of all job seekers, it will remain that way regardless of the technology or information available. Video interviewing can be used in between resume review and in-person interviews, in conjunction with or in lieu of phone screens. Screening candidates via video will typically allow you to gain more information about candidates earlier on in the process.

4 STEPS TO COMPLIANCE

1. Ask the same questions – You can ask all candidates the same questions in the same manner, which ensures that all candidates are given the same opportunity to answer the same questions and are not subject to external factors during their interview screen.

2. Standardize response time – You are able to set the candidate response time. This allows candidates the same time to respond to questions, ensuring all candidates are treated fairly.

3. Record keeping – Our video interviewing solutions will store all of your candidate video screens for over three years in compliance with OFCCP record keeping requirements. In addition, we also will store all of your comments and rankings of candidates.

4. Evaluation process – This allows you to compare candidates easily and fairly against a specific (and customizable) set of criteria.

LEARN MORE ABOUT COMPLIANCE

<http://greenjobinterview.com/video-interviewing-eeoc-compliance>

UNPARALLELED SECURITY

- ✔ GreenJobInterview video interviewing cloud and on-premise infrastructure in Europe meets all necessary European regulations, allowing international companies to meet candidates all over the world in a safe and secure environment.
- ✔ GreenJobInterview’s infrastructure and application received FedRAMP Certification so any government entities can safely host their data in our Cloud.
- ✔ We conduct regular third-party compliance, penetration and load testing to make sure our infrastructure is top notch at all times.
- ✔ GreenJobInterview provides world-class infrastructure and application security fully compliant with ISO 27001, SOC-1, SOC-2 and SOC-3 security and compliance reporting standards.
- ✔ Any data transmitted between you and our application and servers is fully encrypted with SSL technology and protected by firewalls and other layers of security.
- ✔ Our services, processes, infrastructure and security practices have passed several Security Assessments required by large financial institutions, government entities and worldwide companies and meets all OFCCP, Safe Harbor and 508 compliance requirements.

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