



# *Employee Reliability Inventory Screening System*

## **ASSESSING DISABLED APPLICANTS WITH THE ERI® SCREENING SYSTEM**

To help you in complying with the provisions of the Americans with Disabilities Act of 1990 (ADA) we are pleased to announce the *immediate availability* of the Employee Reliability Inventory ADA Kit.

The purpose of this Kit is to assist organizations using the Employee Reliability Inventory (ERI®) to provide reasonable accommodation in the application/selection process. This Kit is designed to effectively assess disabled applicants with the ERI® screening system.

By helping to develop a focus for questions to be asked during interviewing and reference checking, the 81 item ERI® assists employers in systematically identifying reliable and productive individuals, *prior to making a hiring decision.*

Like the standard version of the Employee Reliability Inventory, the ADA Kit helps predict an applicant's future on-the-job performance on seven separate dimensions of reliable and productive behavior:

- Freedom from Disruptive Alcohol and Illegal Drug Use
- Courtesy
- Emotional Maturity
- Conscientiousness
- Trustworthiness
- Long Term Job Commitment
- Safe Job Performance

In addition to a **User's Manual Addendum**, the ERI® ADA Kit contains various special formats of the questionnaire, designed to assess applicants who are disabled.

The **Large Print** format is designed for persons with visual impairments but who can nonetheless read large print text. The text is printed in 16 point type, as recommended by vision specialists.

The **Braille** format is designed for persons with visual impairments who cannot read large print text but can read braille.

The **Audio** format is designed for persons with visual impairments who cannot read large print text or braille. This format can also be used with individuals who cannot read due to dyslexia, or who have some other form of language disorder which may affect their ability to read the ERI® statements and/or respond to these written statements.

A **Supplemental Answering Aid** is also included to assist applicants who have difficulty or are unable to verbally express themselves.

The cost of the ERI® ADA Kit, which is reusable indefinitely, is \$55.