

875—160.6(91E) Active recruitment of non-English speaking employees. Active recruitment includes, but is not limited to, the following:

160.6(1) Placement of employment opportunity advertising or notices in non-English publications or non-English advertising in English language publications located, or within a general circulation located in another state more than 500 miles from the place of employment;

160.6(2) Placement of employment opportunity advertising or notices through non-English radio, television, signs, posters or any other form of media located in another state more than 500 miles from the place of employment;

160.6(3) The use of any non-English language by an employer, or representative of the employer, at any point in the recruitment or hiring process; or

160.6(4) The solicitation of present or past non-English speaking employees for the purpose of recruitment or hiring of other non-English speaking employees residing in other states more than 500 miles from the work site.