

# FREQUENTLY ASKED QUESTIONS

## What exactly will I be doing when I perform a test?

It depends on the type of test that you are doing. In all tests you will take on characteristics of an assigned profile, which may differ from who you actually are. For example, in fair housing testing, you may be asked to go and view an apartment or home, inquire about a home loan, or gather information on homeowner's insurance. In employment testing, you may be asked to go on an interview or to call a particular employer. No matter what type of test you are performing, the ERC will properly train and prepare you for the assignment.

After your experience, the ERC will ask you to write a factual, detailed, and objective account of what transpired.

## Will I get paid for testing?

Testers are independent contractors of the ERC. Testers will be paid a fee for each test that they complete, ranging from \$20 - \$150 per test, plus approved expenses. Specific testing rates will be established prior to you accepting and completing any assignment. Testing hours will vary depending on the type of test.

## Do I need to have access to a car to be a tester?

No, you don't need a car. Public transportation can be used for many of the tests. If the ERC approves the use of a rental car or taxi for a test, you will be reimbursed for this expense.

[www.equalrightscenter.org](http://www.equalrightscenter.org)



The Equal Rights Center (ERC) is a comprehensive non-profit civil rights organization dedicated to identifying, challenging, and eliminating discrimination. With more than 25 years of advancing civil rights, today the ERC and our thousands of members address issues of discrimination in six areas: fair housing, fair employment, disability rights, access to public accommodations, access to government services, and immigrant rights.

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# THE EQUAL RIGHTS CENTER CIVIL RIGHTS TESTING PROGRAM



**EQUAL RIGHTS CENTER**  
ADVANCING CIVIL RIGHTS



## THE ERC'S TESTERS

At the core of the Equal Rights Center's success in protecting civil rights is our quarter century of experience in civil rights testing. Through a variety of testing techniques, the ERC is able to isolate and identify discriminatory practices in the most important aspects of people's lives.

Testers are objective individuals who pose as prospective renters, home buyers, job applicants, loan applicants, and more. Testers take on various roles for the purpose of gathering information to ensure that individuals or companies are complying with the law and to identify unlawful discrimination.

Testing allows the ERC to measure and document differences in the quality, content, and quantity of information and services. It is a process by which the nature and extent of illegal discrimination can be ascertained. Testers can also be referred to as "auditors" or "secret shoppers."

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# TESTING: THE CORE OF THE ERC'S CIVIL RIGHTS SUCCESS

Do you care about civil rights and want to positively effect social change?

THEN BECOME A TESTER FOR THE EQUAL RIGHTS CENTER!

### As a tester you will:

- Help put an end to discrimination.
- Gain valuable knowledge about civil rights laws.
- Make a direct difference toward advancing civil rights.
- Be provided complete and thorough training to become a tester, including both classroom and "in the field" training.
- Work with an experienced ERC testing coordinator who will guide you each step of the way when you conduct a test.
- Have the opportunity to learn how to role play.



### A tester's experience.

*"Being a tester for the ERC has been a great experience. I was well trained and supervised by the ERC in all my testing. It's very rewarding and fulfilling to put my support of civil rights into action."*

*-Diego, ERC tester*

*"I like testing because I feel like I am making a direct difference in the fight to make our society equal and just."*

*-Stacy, ERC tester*



## TESTER PRELIMINARY INFORMATION FORM

The purpose of this form is to provide information to assist the Equal Rights Center in matching you with testing assignments. The information will be kept in the strictest confidence.

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Race/Ethnicity: \_\_\_\_\_

Gender: \_\_\_\_\_ Country of Birth: \_\_\_\_\_

Language(s) spoken (other than English): \_\_\_\_\_

Employer: \_\_\_\_\_ Occupation: \_\_\_\_\_

Highest level of education completed: \_\_\_\_\_

Do you have access to a car? Y  N

Have you ever engaged in "testing" or "auditing" for discrimination? Y  N

When are you available for testing? (Please mark with an "X".)

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Mornings							
Afternoons							
Evenings							

By signing below, I certify that the information contained herein is true and accurate.

\_\_\_\_\_

*Signature*

*Date*

If you are interested in becoming a tester please mail or fax this completed form to:

The Equal Rights Center  
 Attn: Testing Manager  
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 Washington, D.C. 20036  
 Fax 202.234.3106