

Does the recent State Police Entry-Level Fitness Testing Lawsuit Effect the PA Chiefs Testing Process? No.

Background. On Tuesday, April 13, 2021, the Department of Justice announced the settlement of a civil action it had filed against the Commonwealth of Pennsylvania and the Pennsylvania State Police. The suit alleged the Pennsylvania State Police's entry level physical fitness test discriminated against females in violation of the Title VII, the Civil Rights Act of 1964.

Title VII says two things; (1) any employment practice must be job-related and consistent with business necessity in order to comply with Title VII. Title VII also prohibits an employer from adjusting the scores of, use different cutoff scores, or otherwise alter the results of employment related tests on the basis of race, color, religion, sex, or national origin.

Our current and past fitness testing standards are compliant and valid. The Pennsylvania Chiefs of Police Association is committed to insuring all of its services comply with State and Federal Law including the Title VII and the Equal Employment Opportunity Commission's uniform Guidelines on Employee Selection Procedure 1978.

For additional information regarding our fitness testing, feel free to contact our fitness administrator, Mike Grogan, pafitcop@yahoo.com.