

Bias-Free Interview Guide

HR & WorkTech

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Designs a bias-free interview process — structured questions, rubrics, diverse panels, note discipline — and names the biases it addresses. Use it to de-bias hiring. For the scoring rubric, use the Interview Scorecard / Rubric.

Purpose of this tool & output

Design a de-biased interview process

How the output is used

Use it to design a de-biased interview process with structure, criteria and safeguards against bias.

Important cautions

AI-generated guide; train interviewers for best effect.

Companion documents

- DEI Language Audit of Job Descriptions
- Inclusive Job Ad Rewriter
- Pay-Equity Analysis
- DEI Policy Generator
- Diversity Metrics Dashboard Designer

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.