

Mr. MACY. On the matter of disability retirement, this is under the Commission's direction. The Commission sets the standards under which disability is determined. A Commission doctor must approve every disability retirement adjudication. So our standards would be applied.

Certainly, in those standards we would insure that the instruments that were used were not those that would constitute an inappropriate inquiry into the individual's views. In all cases of disability, the individual has the right to appeal and review, if he feels that the judgment is improper.

Mr. ROSENTHAL. That subject is not particularly pertinent to my inquiry. My only question is—I think I am reasonably satisfied—is that not only are you going to narrow the incidence of where this type of test will be used, but that the Commission will review its own tests as to the type of questions that they are asking.

Mr. MACY. The Commission would not prescribe any test of that kind. This would be used only by a doctor who felt that a device of this kind was necessary in order to arrive at a judgment as to fitness for duty.

Mr. ROSENTHAL. Up to that point, we are in agreement. I only want to know if you are going to permit the use of tests, including questions such as the one I referred to?

Mr. MACY. I can see instances where tests asking certain questions concerning traits and behavior might be very appropriate in arriving at a judgment, particularly in cases where there is evidence or claim of mental illness.

But to answer your question in specific terms, yes, we will be reviewing these tests as a part of our total study of this problem.

Mr. ROSENTHAL. Thank you, Mr. Chairman.

Mr. GALLAGHER. Mr. Reuss?

Mr. REUSS. Thank you, Mr. Chairman.

I, too, want to congratulate you on your superb restatement of Civil Service Commission policy. It seems to me the sun of honesty is beginning to dispel the fog of pettifoggery which has hovered around these tests for so long. You have just invited my colleague, Mr. Rosenthal, to give specific instances of where violations of this policy have occurred.

I would like to give you one that involves not just one person, but thousands. Just a year ago, the Department of Labor announced a competitive examination for some 2,000 youth counselors. They were to take part in the war against poverty program and be advisers at neighborhood centers. Some 21,000 people applied for these jobs, which incidentally, were pretty good jobs—according to the brochure, starting salaries were from \$4,200 to \$7,500 a year—and part of the examination consisted of 158 questions designed, so the Department tells me, to tell whether these young people who applied for these jobs were flexible, responsible, psychological minded, whatever that may mean, socializational—that is not my word, either—and tolerant.

Mr. MACY. That sounds ideological.

Mr. REUSS. And among the questions asked—to just give a few—true or false, “Usually I would prefer to work with women.” “I like school.” “I feel sure there is only one true religion.” That seems to crop up in these. “I think Lincoln was greater than Washington.” “I like poetry.” “I hardly ever get excited or thrilled.” “I do not have a great fear of snakes.”