

may very well be necessary to have some kind of clinical evaluation to predict how the individual is likely to react to this kind of change. And I believe that is the basic reason for the Peace Corps' use of this device in making selections and it may be that some of the other agencies outside of the Commission's jurisdiction who have employees overseas have also used some of these devices in order to avoid, to the greatest possible extent, those who may fail because of their inability to adapt to drastically changed conditions.

When I responded earlier to your question about whether the Commission's policy covers all of the Federal Government, it covers the 86 percent that is under the civil service umbrella.

There are certain activities—such as the State Department, the CIA, and others—that are outside, where they have designed their own system.

In answer to your question as to what might be done, it seems to me that I might very well, in my capacity as the President's adviser on personnel, review all of these practices, whether or not they are a part of the civil service system, and see if we can't apply the policy generally, or at least have an explanation as to what conditions exist that warrant an exception to the policy.

My own feeling is that this is an area where administrative action is preferable to legislation. It seems to me we should be able to work this out as an administrative matter. You have put the spotlight on it, which is very helpful. It has permitted us to restate our policy in somewhat more definitive terms.

It seems to me we could go beyond that into the excepted areas and take a look at it.

Mr. GALLAGHER. Yes, sir.

Mr. HORTON. Mr. Chairman, would you yield at this point?

Mr. GALLAGHER. Yes.

Mr. HORTON. Are there any instances, to your knowledge, Mr. Chairman, where the type of questions that were just read should be used for examination purposes?

Mr. MACY. The questions that were read, I would have serious doubt as to whether there are any situations where questions with respect to religion are really relevant, or questions with respect to some of the other matters discussed. However, I am not a qualified physician, and there may very well be some medical situations where questions on a doctor-patient relationship along these lines might be relevant in assisting the individual to overcome some particular problem.

Mr. HORTON. This is the point I was trying to make. In that connection, if the type of questions that were read consist of a clinical-type examination, and they are given under the auspices of—under the care of a doctor or under the agency of a medical clinic, this would be one thing. But to fire these questionnaires out broadside for taking of examinations seems to me would not be very good practice.

Mr. MACY. I agree. And my position and the policy statement of the Commission would be that only under clinical conditions with a medical, trained medical professional in charge, should questions of this type be injected.

Mr. HORTON. Then, as I also understand your testimony, if there were instances where this type of examination of psychological examination were involved, that you would, in your capacity as