

The selection of people is a young science. No one selection tool even begins to approach perfection. That is why the Peace Corps' selection is deliberately structured to bring to bear many different selection tools. As Mr. Shriver testified, no one element of this process is determinative, but each makes a definite and distinctive contribution to the process.

In our judgment, the Peace Corps would be derelict in its responsibilities if its selection process deliberately failed to employ any one element of that process, including personality inventories properly used by qualified persons. Indeed, in 1961, the House Foreign Affairs Committee specified that during Peace Corps training each applicant will receive "psychological and psychiatric tests."

As one who was on the Foreign Affairs Committee then and now, that is not entirely accurate. What we did was to print up the recommendations of the agency, without passing judgment on them to provide information to the House of Representatives. The quote that appears there, "psychological and psychiatric tests" is one that appears from the committee report which merely printed the recommendations of the Peace Corps.

The House Foreign Affairs Committee did not prescribe psychological and psychiatric tests. I would like the record to show that clearly.

Mr. GALLAGHER. Could the Peace Corps apprise this subcommittee of cases in the future where someone has refused to answer the questions and then has not been eliminated from the program?

Mr. BERLEW. Yes, we will do so.

Mr. GALLAGHER. We would like that. And secondly, it is our hope that while you have made great progress, and we certainly commend you for eliminating 185 of these questions, there are still 371-some-odd that are still in there, and perhaps you could take another chop at most of these questions in the future as you reevaluate the entire worth of the questions that do remain.

The Chair would like to commend the Peace Corps for taking such major steps to protect the right of privacy. As I understand it, no individual trainee will be compelled to answer any of these questions in the future.

Mr. BERLEW. That is right.

Mr. GALLAGHER. And if he does consider this an invasion of his privacy, this will not be used as adversely against him in his desire to serve.

Mr. BERLEW. Yes, sir; that is correct.

Mr. GALLAGHER. The Chair feels that the Peace Corps has made a major step and has taken many precautions that should serve as guidelines in the future for the protection of an individual's privacy.

The problem that we have been concerned with is that these tests work on a norm and are graded in a variation from that norm. They may indeed be helpful in deciding the directions of particular groups, but in my opinion, when you get right down to the individual, I seriously question the validity of their use by the Government.

We are here today, however, not to question the validity of the test as an aid to psychological or psychiatric assessment of an individual. This subcommittee is interested in the protection of the individual and his privacy. From that point of reference, the Chair would like to compliment the Peace Corps and the director, Mr. Shriver, and you gentlemen who have appeared here today for the reforms which you have instituted to protect the individual and his privacy.

Are there any further questions?