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FE411

EXTENSION

Institute of Food and Agricultural Sciences

2003 Handbook of Employment Regulations Affecting Florida Farm Employers and Workers: Polygraph Protection for Employees [Federal]¹

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Purpose

Establishes rights of employees pertaining to polygraph tests.

Program

Most private employers are prohibited from using lie detector tests either for pre-employment screening or during the course of employment.

Federal, state, and local governments are not affected by the law. The act permits polygraph tests, subject to restrictions, of certain prospective employees of security service firms (armored cars, alarms, and guards) and of pharmaceutical manufacturers, distributors, and dispensers.

Those employees subject to polygraph tests have certain strict rights, including the conduct and length of the test, the right of written notice, the right to refuse or discontinue a test, and the right not to have the test results disclosed to unauthorized persons.

Posting Requirements

All employers, even though they never require polygraph tests, are required to display a poster (WH Publication 1462) in a prominent place where all employees and job applicants can see it.

Responsible Agency

U.S. Department of Labor

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