

The 2010 Census – Hiring Policies

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Concerns have been raised about the hiring policies of the United States Census Bureau (USCB) here in Texas. Specifically, rumors of not hiring persons based upon their political affiliations – particularly Republicans – have arisen.

One only needs to read various items on the USCB's website to realize that discrimination in hiring based upon a person's political affiliation is not only against the policies of the USCB, but it is illegal as well.

The Census Bureau maintains a website at: www.census.gov. The USCB also maintains a website specifically for the upcoming 2010 census at: <http://2010.census.gov>. It is at the 2010 census website that information on jobs for the upcoming 2010 census can be found.



At the 2010 census website, you can click “Jobs”; qualifications listed here include:

- * Ability to read, write, and speak English
 - * U.S. citizen
- * If not a U.S. citizen, must be a legal permanent resident, or non-citizen with a valid work visa, and possess a bilingual skill for which there is no available qualified citizen
 - * At least 18 old
 - * Have a valid Social Security number
 - * Pass a written test of basic skills
- * Have a valid driver's license (for field jobs)
 - * Pass a background check
 - * Commit to four days of training

In addition, males born after December 31, 1959 must be registered with Selective Service.



In the USCB's list of job qualifications, there is *nothing* listed regarding the necessity of a lack of political affiliation for a prospective employee.

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Moreover, there is nothing in the actual U.S. Census Bureau employment application that states an employee may not have a particular political affiliation. The only issue mentioned regarding politics on the employment application is the fact that a census bureau employee may not engage in any partisan political activity *while on duty*.

Besides these Census Bureau hiring policies which do not consider an employee's political affiliation, it is illegal for any government agency to discriminate on the basis of political affiliation. The Civil Service Reform Act (Title 5), 5 U.S.C. Sec. 2301, et. seq. sets forth merit-based hiring principles, which include the prohibition of government agencies discriminating for or against prospective employees based on *political affiliation*, race, color, religion, sex, national origin, age, disability, or marital status. Under "FAQ's" regarding hiring policies, the USCB states that it will be following these merit principles in hiring for the 2010 census.

Consequently, if you learn of any discrimination against prospective employees regarding their political affiliation, you may contact the local census office or the regional census office. The contact information for the Dallas regional office, which oversees census operations for Texas, Louisiana, and Mississippi, can be found on the 2010 census website listed above. Click on "Jobs", then "Regional Offices", then the state on a map (here, of course, Texas).

To contact one of the local census offices here in Texas, go to the same 2010 census website, click on "How to Apply", then "Interactive Map", then choose Texas on the "Local Census Office Map". A list of local census offices will come up – this list includes offices in: San Antonio, Georgetown, Corpus Christi, Fort Worth, Denton, Dallas, Plano, Conroe, and Houston (there are two offices here).

Another way to report hiring abuses of the Census Bureau would be to contact your congressman/woman and/or your senators. Remember, the census results will make a difference in future funding allocations, re-districting, and other important decisions. The census process should not be politicized, and abuses in hiring making it so should be stopped!