



Women's Rights Project
125 Broad Street
New York, NY 10004
212.549.2500
www.aclu.org



125 Broad Street
New York, NY 10004
212.607.3300
212.607.3318
www.nyclu.org

stringent requirements of job relatedness and business necessity on any such testing. New York's adoption of the standard Candidate Physical Ability Test (CPAT) was an important step toward a fair hiring process. But by imposing additional, superfluous physical requirements on top of the CPAT – namely the timed run and obstacle course – New York City is deviating from the CPAT and eliminating qualified applicants. Whether such testing is labelled “fire academy standards” or anything else, in reality it amounts to a substantive change in the physical ability requirements imposed on prospective firefighters. Such arbitrarily appended requirements not only frustrate the goal of equality for women but also mean that, viewed as a whole, the physical requirements imposed by the City differ from those of the CP