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Filed april 4, 196; 10:53 an

STATE OF WISCONSIN)) SS. DEPT. OF INDUSTRIAL COMMISSION)

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETINGS:

I, Stephen J. Reilly, Secretary of the Industrial Commission of Wisconsin, and custodian of the official records of said Commission, do hereby certify that the attached rule of the Wisconsin Administrative Code Ind 88.50 was duly approved and adopted by this Industrial Commission of Wisconsin on March 30, 1967.

I further certify that said copy has been compared by me with the original on file in this Commission and that the same is a true copy thereof and of the whole of such original.

> IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the official seal of the department at the Capitol, in the city of Madison, this <u>30th</u> day of March , A.D. 1967.

Executive

ORDER OF THE INDUSTRIAL COMMISSION

Pursuant to authority vested in the Industrial Commission by section 101.01 to 101.29 Wis. Stats., the Industrial Commission hereby adopts rule Ind 88.50 as follows:

Ind 88.50 An employer subject to Wisconsin's Fair Employment Chapter 111, sub chapter 2, may make and keep such post-employment records as will enable said employer to determine statistically the age, race, color, handicap, sex, creed, national origin or ancestry of his employes. Such records shall not be obtained by way of identifying race, color or creed on an employment application form or pre-employment inquiry, and shall not be made part of the individual record of any employe.

The rule contained herein shall take effect on

May 1, 1967 as provided in section 227.

INDUSTRIAL COMMISSION OF WISCONSIN

00 Stephen

Executive Secretary

March 30, 1967