



Security Policy

The Whitener Group's test security policy is designed for the protection of standardized assessments and normative data. When all parties involved in the testing process adhere to the security policy, test participants are ensured an equal opportunity to demonstrate knowledge and skills in their chosen occupational area.

Test Material Security

The Whitener Group's standardized assessments are copyrighted and may not be used for any purpose other than the legitimate assessment of authorized test participants. Entire assessments, individual questions or special projects may not be copied, transmitted or reproduced in any manner, under any circumstances, unless prior written authorization is granted by a Whitener Group representative. Customized assessments are the property of the institution/company for which they were developed.

Breaches of Security

The Whitener Group must be notified immediately if any breach of security occurs for a Whitener Group standardized assessment. A breach of security is ultimately the responsibility of the institution/company. Once The Whitener Group has been notified of a breach, steps will be taken to determine the extent of damages as well as the steps needed to remedy the breach. This may include, but is not limited to, consultation with legal counsel, legal action, test revision with costs incurred by the test site, and probation or suspension of the institution/company as an authorized user of Whitener Group assessments.

Test Administration Security

All institutions/companies must be approved by The Whitener Group prior to test administration. The Whitener Group reserves the right to approve or deny testing sites in its sole discretion based on the information provided at the time of application and based on the performance of the testing site any time after approval is granted. Sites that display inappropriate or questionable testing practices or breach the security of any standardized assessment materials are subject to review, probation, and/or termination.

Company/Institution Responsibilities

Companies and institutions are entrusted with the security of all Whitener Group standardized assessment materials that are being administered at their site. Along with testing materials, they are responsible and liable for the conduct of staff and consultants employed by the corporation or

institution as related to the testing program, including the Site Coordinator, Proctor, or Evaluator.

A company/institution will be liable for the full development cost of a replacement standardized assessment (up to \$100,000.00) if said instrument or individual test items or jobs are compromised through loss, unauthorized copying or permitting access by any unauthorized person or persons.

Site Coordinator Responsibilities

Each approved test site must have a Site Coordinator appointed for the overall promotion, guidance, monitoring and facilitation of the testing program. All Site Coordinators must adhere to the policies and procedures set forth in the Site Coordinator Reference Guide provided by The Whitener Group.

Maintaining security is a critical piece of the testing program. Site Coordinators are responsible for the on-site security of the tests and related materials. All test materials received must be accounted for and kept in a secure location until the test date. All test materials must be returned to the secure location at the end of each testing session and following completion of all testing until such materials are returned to The Whitener Group. If a breach of security occurs for a standardized assessment, the Coordinator will be in a position to determine when the breach occurred, how it occurred, and who was responsible.

Proctor and Evaluator Responsibilities

Proctors and Evaluators are responsible for the actual administration and evaluation of written and performance assessments. This responsibility includes the security of test materials in their possession during administration of the test and the prompt return of all test materials to the Site Coordinator after administration of the test. Proctors and Evaluators are expressly prohibited from coaching participants during testing and altering or interfering with a participant's responses in any way. Specific duties include:

- Familiarizing oneself and complying with the requirements outlined in the Proctor Guide: Instructions for Assessment Administration.
- Confirming the accurate identity of test participants.
- Distributing, collecting and ensuring overall security of all testing materials.
- Informing test participants of testing procedures.
- Monitoring the testing process during administration by moving unobtrusively around the room.
- Being present at all times during test administration so that test is conducted in a quiet and efficient manner.
- Protecting the participants from disturbances and distractions.

- Ensuring that test participants follow the testing procedures and security policy requirements and enforcing proper procedure in the event of non-compliance.
- Promptly completing the Comment Sheet and/or Irregularity Report (when appropriate).
- Promptly returning all testing materials to the Site Coordinator upon completion.
- Promptly reporting any breach of security for a standardized assessment, no matter how small or insignificant, to the Site Coordinator.

Test Participant Responsibilities

Testing procedures must be followed by all participants and monitored and enforced by test Proctors and Evaluators. If a violation of testing procedure occurs, the participant must cease testing and all of the participant's testing materials will be collected by the Proctor or Evaluator. The time and nature of the incident must be recorded on an Irregularity Report and the report shipped with the answer sheets being returned to The Whitener Group for scoring.

The following behavior is prohibited by the test participants during administration:

- Looking at another participants' materials or answer sheet.
- Giving or receiving any assistance from the Proctor, Evaluator, Site Coordinator, another participant, or anyone else.
- Using unauthorized calculators, reference guides, manuals, tools, etc.
- Copying, transmitting or reproducing any portion of the test in any manner whatsoever.
- Attempting to remove testing materials or notes from the test site.
- Creating a disturbance or allowing a cell phone, pager, or alarm to sound in the testing room.
- Failing to follow the test procedures as outlined by the test Proctor or Evaluator.
- Presenting or using inaccurate identification documents.