



Consent for Psychological Assessment – Employment Screening

Purpose of the Assessment

I understand that a psychological assessment is a part of the recruitment and hiring process for the position I have applied for. This assessment will include both formal testing and an interview which will cover my personal history, my employment background, and other factors related to my suitability to be employed. I understand that this process is voluntary and I have the right NOT to consent to undergoing this assessment. However, I am also aware that should I decline the assessment, I will be considered to have withdrawn from the selection process.

Assessment Use and Record Retention

I also understand that this assessment will be used solely for the purpose of initial hiring and not for job placement, promotion, or other purposes. The actual test materials will remain the property of the psychologist, and only a summary report will be provided to the employer. While the test results themselves are considered to be valid for a period of one year, the file will be retained by the psychologist for ten years, in accordance with guidelines from the College of Psychologists of Ontario.

Limits of Confidentiality

I understand that because of the nature of the assessment (for employment purposes), the psychologist is not acting on my behalf but rather for the employer, and therefore there is no expectation of confidentiality. Any information from the test results and interview may be reported to the employer. In addition, I have been advised that the limits of confidentiality include the legally mandated reporting of a child in need of protection, and the reporting of a regulated health professional who has sexually abused a client. The psychologist will take reasonable action if there is an imminent risk of danger to self, danger to others, or criminal action identified during the course of the current evaluation, and must also comply with court orders for the release of records.

Feedback and Privacy Regulations

I also understand that I will not be receiving specific feedback about the results of the tests or the content of the report; this assessment is not being conducted for health care purposes and does not fall under the purview of the Municipal Freedom of Information and Privacy Protection Act or the Personal Health Information Protection Act.



Assessment Scope and Validity

I also understand that the purpose of this assessment is to address my personal suitability for employment, with particular regard to competencies relevant to the job applied for. These include, but are not limited to, factors related to emotional health, stability, and other personality characteristics.

Privacy, Security, and Technology Requirements

I understand my interview may be conducted in person or via a secure telehealth platform such as Doxy.me, which complies with PHIPA and PIPEDA and uses end-to-end encryption. While telehealth offers convenience, there are some risks, including potential technical disruptions and privacy breaches. You are responsible for ensuring your environment is quiet, private, and free from distractions, and for using a secure internet connection and private device. Avoid public Wi-Fi, log out after sessions, and protect shared devices with passwords. A phone should be available in case of connection issues. Although secure systems are used, electronic communication can still be vulnerable. Standard confidentiality rules apply, and sessions will not be recorded without written consent from both parties.

I understand that my psychologist may use secure, PHIPA-compliant digital tools (such as BastionGPT) to assist in creating my clinical records. My information will not be stored by these tools after use and is protected under Ontario privacy law.

Consent to Participate

Finally, I understand that these test results are generally considered valid for one year.

Name: _____ Signature: _____

Date: _____ Witness: _____