

**34-46-102 Definitions.**

As used in this chapter:

- (1) "Applicant" means an individual that provides information to an employer for the purpose of obtaining employment.
- (2) "Division" means the Labor Commission's Division of Antidiscrimination and Labor.
- (3) "Employer" means a person employing 15 or more employees within the state for each working day in each of 20 calendar weeks or more in the current or preceding calendar year.
- (4) "Employment selection process" means the process by which an employer selects an individual to be an employee for the employer.
- (5) "Initial selection process" means the receipt of information in a record from an applicant that the employer uses to determine whether the applicant will be considered for a second review for the position for which the applicant is applying.
- (6) "Record" means information that is:
  - (a) inscribed on a tangible medium; or
  - (b)
    - (i) received or stored in an electronic or other medium; and
    - (ii) retrievable in perceivable form.

Amended by Chapter 218, 2010 General Session