AstraAudit
by Astralis Ethics AI Inc.

JOB-POSTING RISK REPORT

Sample · fictional posting

Job-Posting Risk Report · Automated scan, not legal advice

Posting: Client Services Coordinator

REPORT DATE
November 05, 2026

REPORT ID
hrbx_74a8c5c8de

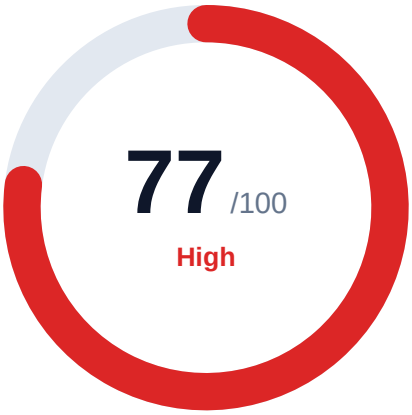
Confidential · Prepared for internal HR and employment-counsel review

AT A GLANCE

Risk overview

KEY TAKEAWAYS

3 indicators in this posting may raise risk under age, national-origin and disability rules.
A suggested revised posting is on page 3; each finding after it has its own suggested fix.
Review with your HR team and employment counsel before posting.



High risk

3 indicators in 3 categories

Potential risk indicators found by this automated scan. Review them with your HR team and employment counsel.

Index reflects number and severity of flagged phrases in this posting.

3	3	1
Risk indicators found	Categories affected	Postings reviewed

Indicators by category

Age	1 indicator · High
National origin	1 indicator · High
Disability	1 indicator · Medium

YOUR POSTING

The posting as submitted

Flagged phrases are highlighted.

Client Services Coordinator. Join our young, energetic team in Dallas! Ideal for a recent college graduate. Requirements: 0–3 years of experience; native English speaker; must be able to lift 50 lbs.

Draft rewrite — review open items before posting

Draft — not ready to post

Client Services Coordinator. Join our team in Dallas! Requirements: 0–3 years of experience; fluent in English; ability to lift 50 lbs. Reasonable accommodations available.

[Company] is an equal opportunity employer. We consider all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status or any other protected characteristic.

OPEN ITEMS · A PERSON DECIDES BEFORE POSTING

Experience range — “0–3 years”

FINDINGS

Potential risk indicators

3 items, most significant first.

Age — Age-coded language

High

FLAGGED LANGUAGE

young energetic recent college graduate

WHY IT MATTERS

Age-coded terms such as 'young', 'energetic', 'recent college graduate' may raise risk under the ADEA (Age Discrimination in Employment Act), which protects applicants 40 and older.

SUGGESTED REWRITE

Remove the age-related terms and describe the experience and skills the role requires instead.

ADEA, 29 U.S.C. §623; 29 CFR 1625.4

National origin — Native-speaker requirement

High

FLAGGED LANGUAGE

native English speaker

WHY IT MATTERS

A native-speaker requirement may raise risk under Title VII (national origin), because it screens on where or how a candidate learned the language rather than on how well they use it.

SUGGESTED REWRITE

Ask for the level the job needs instead, for example 'Fluent in written and spoken English'.

Title VII, 42 U.S.C. §2000e-2; 29 CFR Part 1606

Disability — Physical requirement wording

Medium

FLAGGED LANGUAGE

must be able to lift

WHY IT MATTERS

Blanket physical requirements without job-related justification may raise risk under the ADA. Employers are generally expected to provide reasonable accommodations, and physical requirements should reflect essential functions.

QUESTION FOR THE EMPLOYER

If lifting is an essential function, state it: 'Regularly lifts up to [__] lbs as part of [task]. Reasonable accommodations available.' If not, remove it.

ADA, 42 U.S.C. §12112; 29 CFR Part 1630

RISK SUMMARY BY LAW

Where the indicators point

Each row counts the indicators in this report that may raise risk under that law.

●	**Title VII — Sex and national origin** Prohibits discrimination based on sex and national origin.	1 indicator	**High**
○	**Title VII — Race, color and religion** Prohibits discrimination based on race, color and religion.	Not flagged	
●	**ADEA — Age** Protects applicants 40 and older.	1 indicator	**High**
●	**ADA — Disability** Physical requirements should reflect essential functions; accommodation applies.	1 indicator	**Medium**
●	**Uniform Guidelines (29 CFR Part 1607)** Selection requirements with adverse impact should be job-related.	Needs human judgment (1)	
●	**NYC Local Law 144** Applies to covered automated employment decision tools.	Not assessed · applies only to covered automated hiring tools	

Not flagged does not mean no risk; this scan reviews posting language only.

NEEDS HUMAN JUDGMENT · NOT SCORED

These requirements can be lawful or risky depending on the job. A human review decides; it's included in the Risk Sweep and Monthly Review.

Experience range: confirm a maximum is job-related — “0–3 years”

MISSING FROM THIS POSTING · NOT SCORED

Equal employment opportunity statement. Suggested line: [Company] is an equal opportunity employer. We consider all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status or any other protected characteristic.

Accommodation statement. Suggested line: If you need a reasonable accommodation to apply or interview, contact [email or phone].

Suggested actions for your team

FIRST 30 DAYS

- Revise the flagged language
- Update job posting templates
- Share suggested language with hiring managers
- Add a review step for new postings

WITHIN 60 DAYS

- Review other active postings for similar language
- Document job-related reasons for physical and education requirements
- Add an accommodation statement to postings
- List the hiring tools that screen or rank candidates

WITHIN 90 DAYS

- Brief hiring managers on inclusive posting language
- Update handbook policies as advised by counsel
- Schedule periodic job-posting reviews
- Review these findings with employment counsel

NEXT STEPS

Take this further

This report is an automated scan of one posting. A human-reviewed engagement goes deeper.

1

Free 5-posting snapshot

Up to five job postings with a basic risk score and risk level. Request it at astralbrain.ai/snapshot.

2

Job Description Risk Sweep

$1,050 founding rate (standard $1,500). Up to 25 postings, human-reviewed, with rewrites, in 5 business days. Sample: astralbrain.ai/sample-sweep-report.pdf

3

Schedule a call

A free 30-minute call to scope the review: calendly.com/astralbrain-info/30min

Schedule a Call →

Founding client rates apply to the first 5 clients or through January 31, 2027.

DISCLAIMER

Astralis Ethics AI Inc. is not a law firm and does not provide legal advice. AstraAudit reviews identify potential risk indicators and are not a determination of legal compliance. Consult licensed employment counsel before making legal decisions.