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stringent requirements of job relatedness and business necessity on any such testing. New York's adoption of the standard Candidate Physical Ability Test (CPAT) was an important step toward a fair hiring process. But by imposing additional, superfluous physical requirements on top of the CPAT – namely the timed run and obstacle course – New York City is deviating from the CPAT and eliminating qualified applicants. Whether such testing is labelled “fire academy standards” or anything else, in reality it amounts to a substantive change in the physical ability requirements imposed on prospective firefighters. Such arbitrarily appended requirements not only frustrate the goal of equality for women but also mean that, viewed as a whole, the physical requirements imposed by the City differ from those of the CP