



How CodeSignal Manages Proctoring & ID Verification



Candidate takes proctored evaluation

Prior to starting the evaluation, the candidate is prompted to share the following:

- Camera & microphone
- Screen
- Valid, government-issued photo ID

During the evaluation, CodeSignal records the candidate's video, audio, and computer screen.



CodeSignal reviews the recording

After the candidate completes the evaluation, CodeSignal's team of proctoring specialists reviews the recording for rule violations.

If no rule violations or anomalies are detected, CodeSignal verifies the result—typically within 1-3 business days of the candidate completing the evaluation.



CodeSignal notifies candidate of decision

The candidate and requesting companies (if candidate chose to share their results with one or more companies) are then notified of CodeSignal's verification decision.

If the evaluation result is not verified, the candidate can retake the evaluation after a cooldown period (varies by framework).

About ID Verification

- CodeSignal asks candidates to show or upload a photo of a valid, government-issued photo ID (such as a driver's license, state ID, or passport) to confirm their identity.
- Upon seeing an approved photo ID, CodeSignal proctors verify that:
 - The name of the candidate taking the evaluation matches the name on the ID
 - The image of the candidate on the screen matches the photo on the ID
 - The document provided is not expired
 - All global IDs (ex: passports) are cross-checked against local images to ensure authenticity
- If a candidate does not have a government issued photo ID, we ask the candidate to reach out to our support team to request a special accommodation. The support team will work with the candidate to confirm their identification via valid documentation that includes photo and name.
- If a candidate is unprepared or unable to show their photo ID during the proctored evaluation, CodeSignal has a standard process for managing post-completion ID verifications. This prevents the immediate rejection of candidates that mistakenly forgot to bring an ID.

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