

Illegal Questions

Certain questions are prohibited by Federal, State and municipal law and cannot be asked during an interview

Topics Irrelevant to Employment		
Arrest Record	Home/ Car Ownership Status	English Proficiency
Military Discharge Status	Lawsuits / Legal Complaints	Physical Ailment
Gender/ Marital Status	Loans/ Credit Cards	Medical History
Number / Ages of Children	Bankruptcy/ Wage Garnishment	Worker's Compensation Claims

If a position does have a specific requirement that would require asking about a sensitive topic, be sure to phrase the question appropriately

Appropriate Positioning	Inappropriate Positioning
This position requires moving 45-pound boxes. Would you be able to perform the essential functions of this position, with or without a reasonable accommodation?	Can you think of any reasonable accommodations you would need to perform these tasks?
This position requires fluency in Spanish. Are you fluent in Spanish?	What languages do you speak at home?
This position requires overnight trips to several conferences. Does overnight or weekend travel present any challenges?	What are your childcare arrangements?
Can you work weekends? (If asked of all applicants, and weekend work is business critical.)	Do you attend church every week? What religious holidays do you celebrate?
Are you eligible to work in the U.S.?	That's an unusual name; what does it mean?