ILLEGAL INTERVIEW QUESTIONS

To prevent discrimination lawsuits, below is a list of unacceptable inquiries and questions which cannot be asked during the interview. This list is not exhaustive.

SALARY
Asking a candidate their current or salary history is prohibited.

NATIONAL ORIGIN OR ANCESTRY
Nationality; lineage; national origin; whether applicant is citizen of another country; Ethnic association of a surname; Birthplace of applicant or relatives; Nationality or spouses, parents or other relatives; date of arrival in U.S.; how long a resident; applicant's native language; Avoid all questions on Race/Ethnicity/National Origin

GENDER AND FAMILY ARRANGEMENT
Marital status; spouse's, parents' or other family members' occupation' maiden name; number of dependents; childcare arrangements; plans for children; who do you live with; do you live with parents; sex of applicant; sexual orientation. Avoid all questions relating to gender and sexual orientation.

RELIGION
Religious affiliation; religious holidays observed.

PHYSICAL CONDITION
If applicant has a disability; nature or severity of a disability; past medical problems; genetic conditions; have you ever filed a worker's compensation claim.

RACE/COLOR
Applicant's race; questions of applicant's color of skin, complexion, eyes, hair; etc.; Avoid all questions on Race/Ethnicity/National Origin

AGE
Date of birth; Age; Date of high school, college graduation.

MILITARY EXPERIENCE
Dates and condition of discharge; applicant's military experience in other than U.S. armed services.
Examples of questions NOT to ask

- How old are you?
  When were you born?
- When did you graduate from __________?
- Where did you graduate from?
- What is your sexual orientation?
- Do you have/plan to have children?
- Who will take care of your children while you're at work?
- Is English your first language?
- Are you a U.S. citizen?
- What country are you from?
- Where were you/your parents born?
- What is your religion?
- Where do you go to church?
- What clubs or social organizations do you belong to?
- Do you have any disabilities?
- How is your health?
- Have you ever been arrested?
  Avoid any questions re
- If you were in the military. Were you honorably discharged?
- Do you own your home?

CONVICTIONS AND ARRESTS
Prior arrests.

PREGNANCY
If applicant is pregnant; plans to have children.

GENDER IDENTITY
Whether applicant prefers to be addressed as Mr.; Mrs; Miss; Ms.;
Avoid all questions relating to gender and sexual orientation

GENETICS
Questions about genetic tests of applicants or his or her family members; questions about family medical history.

ADDRESS
Do you own your own home, or do you rent? Who do you live with?
How are you related to the people you live with?

AVAILABILITY
Directly asking about weekend work could be seen as a proxy question for religious observance. Also, questions about evening work or childcare arrangements can impact females who have childcare responsibilities. Asking if they own a car could be seen as racially discriminatory unless it is a requirement of the job.

EMERGENCY CONTACT
Who is your emergency contact? Do not ask this as part of any pre-employment interview questions as this could be seen as a question about national origin or sexual orientation.

FINANCIAL STATUS
Do you own your home? Do you own a car? Due to the relationship between poverty and underserved communities, questions on this subject can be very sensitive.