

INTERVIEW QUESTIONS TO AVOID

- ❖ Do you have any physical impairment which would prevent you from performing the job for which you are applying? (Disability discrimination.)
- ❖ Are you now receiving or have you ever received workers' compensation benefits? (Disability discrimination.)
- ❖ Are you or do you plan to be married/single/engaged/divorced/dating anyone? (Marital status and sex discrimination.)
- ❖ Do you plan to have children? (Sex discrimination.)
- ❖ What church do you attend? (Religious discrimination.)
- ❖ Do you do any community work in connection with a church? (Religious discrimination.)
- ❖ How did you pay for your education? (Discrimination against lower socio-economic groups has a disparate impact on minorities.)
- ❖ Could you work well with young people? (Age discrimination.)
- ❖ Are you open to new ideas? (Could be age discriminatory if only asked of older Candidates.)
- ❖ What is your cultural background? (Race, national origin discrimination.)
- ❖ What nationality is your name? (National origin discrimination.)
- ❖ Where did your family come from? (National origin discrimination.)
- ❖ Do you usually wear skirts/make-up? (Implying that the Candidate should look more feminine or more masculine can be sex discrimination.)
- ❖ Do you have any disabilities? (Disability discrimination.)
- ❖ Are you fluent in the English language? (If a manual labor or like position does not require English fluently, such a requirement can unlawfully screen out applicants on the basis of national origin.)
- ❖ Do you have any children? Do you intend to have any? (Sex discrimination.)
- ❖ How many children do you have? How old are they? Who will care for them while you are at work? (Sex discrimination.)

- ❖ If you become pregnant, would you quit your job? (Pregnancy, sex discrimination.)
- ❖ Do you use birth control? (Sex discrimination.)
- ❖ Are you married? What does your husband think of all this? (Sex discrimination.)
- ❖ Whom can we contact in the case of an emergency? (Marital status, sexual orientation.)
- ❖ What does your husband do? Is your husband a union member? How likely is it that your husband will accept a job in another city? (Sex discrimination.)
- ❖ How does your husband feel about your making more money than he does? (Sex discrimination.)
- ❖ How old are you? (Age discrimination).
- ❖ How would you feel about taking orders from someone younger than you? (Age discrimination.)
- ❖ Have you ever been arrested? (Race discrimination.)
- ❖ Have you ever been treated for any of the following diseases or conditions? (Disability discrimination).
- ❖ What languages are spoken in your home? (National origin discrimination).
- ❖ Do you have a good credit rating? Have your wages ever been garnished? (Race discrimination, status with regard to public assistance.)
- ❖ How much do you weigh? How tall are you? (Sex discrimination, disability discrimination.)