

## INTERVIEW QUESTIONS: TO ASK OR NOT TO ASK?

<b>Topic</b>	<b>OK to ask</b>	<b>Don't even think about it</b>
Gender and family challenges	<ul style="list-style-type: none"> <li>Do you have any relatives that work with us?</li> </ul>	<ul style="list-style-type: none"> <li>How many kids do you have?</li> <li>Are you married?</li> <li>What does your husband do?</li> <li>Do you have childcare for your children?</li> <li>Are you covered under your spouse's insurance plan?</li> <li>What's your maiden name (of married women)?</li> </ul>
Race	<ul style="list-style-type: none"> <li>There is nothing you may ask.</li> </ul>	<ul style="list-style-type: none"> <li>What is your race?</li> <li>Please give us a copy of your photo ID so that we may put it with your application.</li> </ul>
National Origin or Ancestry	<ul style="list-style-type: none"> <li>Do you have a legal right to be employed in the US?</li> <li>Are you able to speak/write English fluently? (Only if job related.)</li> <li>Do you speak any other languages? (Only if job related.)</li> </ul>	<ul style="list-style-type: none"> <li>Your last name is Smith. Did you come over on the Mayflower?</li> <li>Where were you born?</li> <li>What's your nationality?</li> <li>What's your spouse's nationality?</li> <li>What is your native language?</li> </ul>
Religion	<ul style="list-style-type: none"> <li>Are you able to work the scheduled days and hours?</li> </ul>	<ul style="list-style-type: none"> <li>Where do you go to church?</li> <li>What religious holidays do you observe?</li> </ul>
Age	<ul style="list-style-type: none"> <li>Are you over the age of 18?</li> <li>Are you over the age of 21? (If job related.)</li> </ul>	<ul style="list-style-type: none"> <li>When's your birthday?</li> <li>When did you graduate from high school?</li> <li>How old are you?</li> </ul>
Disability	<ul style="list-style-type: none"> <li>Are you able to perform the essential job-related functions?</li> </ul>	<ul style="list-style-type: none"> <li>Do you have a disability?</li> <li>How did you become disabled?</li> <li>Have you ever filed a workers' comp claim?</li> <li>Have you ever had surgery?</li> <li>Do you have any health problems?</li> </ul>