

## Illegal Interview Questions

State, Local and Federal law prohibits discrimination in the hiring process. As such, interviewers should be mindful of the questions they ask during the interview. The following provides some guidance on questions to avoid as well as a few alternatives.

### According to the EEOC, It Is Illegal to Ask a Candidate Questions About Their:

- Race, Color, or National Origin.
- Religion.
- Sex, Gender Identity, or Sexual Orientation.
- Pregnancy status.
- Disability.
- Age or Genetic Information.
- Citizenship.
- Marital Status or Number of Children.

### While some of these may seem like innocent questions aimed at getting to know someone/spark a conversation, they are illegal to ask a candidate:

- Are you a U.S. citizen? (adversely impacts national origin)
- What country are your parents from?
- Where is your accent from?
- What is your background?
- What kind of name is \_\_\_\_\_?
- Where were you born?
- Where did you grow up?
- Where do you live?
- What year did you graduate from high school? (reveals age)
- When did you start working?
- How long do you plan to work?
- How did you learn Portuguese, Spanish, Chinese, Italian, etc?
- What sorority/frat were you in?
- Do you rent or own where you live?
- Do you have a visual, speech, or hearing disability?
- Have you ever filed a worker's compensation claim?
- How many days of work did you miss last year due to illness?
- What off-the-job activities do you participate in?
- Would you have a problem working with a female/male/non-binary/transitioning partner?
- Are you married? What is your maiden name?

- Are you single?
- You reference your partner, what are you referring to?
- Do you have children? How old are they?
- Are you pregnant?
- Are you planning to have a family? When?
- This job may require travel or work that extends beyond the standard 9-5, do you have adequate childcare?
- What is the name of your relative who works for our competitors?
- What religion or denomination are you? Who is your pastor/priest/rabbi, etc.?
- Would your religious beliefs interfere with your ability to do this job?
- Do you have a medical condition that may interfere with your ability to do this job?
- Have you ever been arrested?