

INTERVIEW QUESTIONS

WHAT CAN BE ASKED?



NO QUESTIONS ABOUT:

AGE
BIRTHPLACE
GENDER
MARITAL STATUS
NATIONAL ORIGIN
RACE
RELIGION
SEXUAL ORIENTATION

AFFILIATIONS

PROFESSIONAL OR TRADE
GROUP/ASSOCIATION
MEMBERSHIP, WITHOUT
REFERENCE TO SOCIAL, ETHNIC
OR RELIGIOUS GROUPS



CITIZENSHIP

ONLY ABOUT APPLICANT'S
ELIGIBILITY TO WORK IN THE U.S.
"ARE YOU LEGALLY AUTHORIZED
TO WORK IN THE UNITED
STATES?"



CRIMINAL RECORD

ACTUAL FELONY CONVICTIONS
RELATED TO THE JOB DUTIES
(**NOT** ARRESTS OR
ACCUSATIONS)



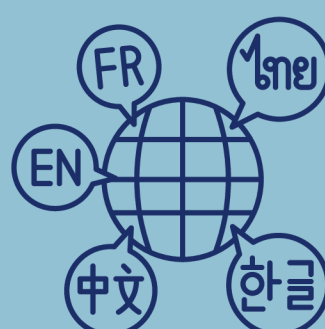
DISABILITY

WHETHER A CANDIDATE COULD
PERFORM THE ESSENTIAL DUTIES
OF THE POSITION WITH OR
WITHOUT AN ACCOMMODATION



LANGUAGE

LANGUAGES APPLICANT READS
OR WRITES, IF APPLICABLE TO THE
POSITION



MILITARY SERVICE

BRANCH OF SERVICE, RANK AND
WORK EXPERIENCE APPLICABLE
TO THE POSITION WITHOUT
ASKING TYPE OF DISCHARGE



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