

## List of Illegal Interview Questions

SUBJECT	APPROPRIATE INQUIRIES	INAPPROPRIATE INQUIRIES
Age	None	Questions about age, date of birth, requests for birth certificate
Arrests/Convictions	May ask if any record of criminal convictions and/or offenses exist, if all applicants are asked	Inquiries regarding arrest record
Height and Weight	None	Inquiries about the applicant's height or weight
Citizenship	May ask questions about legal authorization to work in the specific position, if all applicants and asked	May not ask if person is a U.S. citizen or what citizenship the person holds
Education	Inquiries about degree or equivalent experience	Inquiries about year of graduation from high school
Disability	May ask about applicant's ability to perform job-related functions	Question (or series of questions) that is likely to solicit information about a disability
Marital or Parental Status	Whether applicant can meet work schedule or job requirements. Should be asked of all genders.	Any inquiry about marital status, children, pregnancy, or childcare plans
National Origin	May ask questions about legal authorization to work in the specific position, if all applicants and asked	May not ask a person's birthplace, if the person is a U.S. citizen, questions about the person's lineage, ancestry, descent, or parentage; how the person acquired the ability to speak/read/learn a foreign language
Personal finances	None	Inquiries regarding credit record, owning a home, or garnishment record
Photograph	None	Any inquiry for a photograph prior to hire
Political Affiliation	None	Any inquiry about membership in a political party
Organizations	Inquiries about professional organizations related to the position	Inquiries about personal or professional organizations suggesting race, sex, color, religion, national origin, age, marital status, sexual orientation, gender identity, gender expression, height, weight, disability, or veteran status
Race or Color	None	Comments about complexion or color of skin
Religion	Describe the work schedule and ask whether applicants can work that schedule. Should be asked of all applicants	Inquiries about religious preferences, affiliations, denominations, church, and religious holidays observed
Sex	None	Comments or questions regarding gender, gender expression, or gender identity
Sexual Orientation	None	Comments or questions about the applicant's sexual orientation