

# Illegal Interview Questions

The Civil Rights Act of 1964 indicates that discrimination based on national origin, citizenship, age, marital status, disabilities, arrest record, military discharges, or personal information is illegal. As you begin the interview process in your quest for a job or internship, it is wise to be prepared and aware of illegal interview questions. Although one might believe that an employer should know that some questions are illegal, some may accidentally or purposefully ask you illegal questions.

## **MARITAL STATUS**

- Are you married?
- Is this your married name?
- Are you engaged?

## **AGE**

- How old are you?
- What year were you born?
- What year did you graduate high school?

## **CITIZENSHIP**

- Where are your parents from?
- What is your native language?

## **CRIMINAL RECORD**

- Do you have a criminal record?
- Have you ever been in jail? For what?

## **PARENTAL STATUS**

- Are you pregnant?
- Do you intend to become pregnant in the near future?
- When do you plan to have children?
- How many children do you have?

## **PERSONAL**

- How much do you weigh?
- What is your height?
- What is your religious affiliation?

## **DISABILITIES**

- May we see your medical records?
- Do you have a disability?
- Have you been hospitalized recently? What for?
- Please complete this medical history form?
- How often do you see the doctor?

\* Any dialog or questions in regards to sexual preference are inappropriate and illegal.

## **Options and methods to approaching illegal interview questions:**

- Refuse to answer the question.
- Ask for clarification of the question in relation to the position.
- Ignore the question.
- Indicate that you do not feel comfortable to answer the question at hand.
- Answer the question briefly and encourage a new topic.
- Terminate the interview and walk out.
- Answer the intent behind the question, but not the question itself.