

Questions and Topics to AVOID During a Job Interview



QUESTIONS ON AGE

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

QUESTIONS ON DISABILITIES/HEALTH

- Do you have any medical/health problems?
- When was the last time you were in the hospital?
- What prior illnesses or accidents have you had?

QUESTIONS ON GENDER/SEX

- Do you plan to get married?
- Do you plan to have children?
- Are you likely to quit if you get married or have children?
- How many children do you have?
- What kind of child-care arrangements do you have?
- Does your spouse expect you to be home to cook dinner?
- What will you do if your children get sick?
- Does your spouse live with you or contribute to your support?
- What sort of birth control do you use?
- Is your spouse from this area?
- Is your spouse likely to be transferred?
- What is your sexual orientation?
- Do you get along well with other women or men?
- Would you further diversity, equity, and inclusion based on sex or gender identity?

QUESTIONS ON NATIONAL ORIGIN/RACE

- What language does your mother/father speak?
- Were you born in this country?
- Do you have people in the “old country?”
- That’s an unusual name – what nationality are you?
- How do you feel about having to work with members of a different race?
- Would a white (or person of color) supervisor create any difficulties for you?
- Would you promote different treatment of or provide special benefits to individuals based on their race, color, ethnicity, or national origin identification?

QUESTIONS ON PERSONAL INFORMATION

- Can you provide a photograph of yourself?
- Do you own a home?
- Do you own a car?
- Do you have any debts or loans?
- How do you get to work?

QUESTIONS ON RELIGION/POLITICAL BELIEFS

- What church are you a member of?
- Are you a member of a religious group?
- With what political party are you affiliated?
- Are you vaccinated?
- Who did you vote for in the most recent election?

*This list is not all inclusive. Any questions regarding these topics **MUST** be avoided*