

ARE YOUR INTERVIEWING PRACTICES BREAKING THE LAW?

# ASK THIS NOT THAT

HAVE YOU EVER BEEN CONVICTED OF A CRIME?

HAVE YOU EVER BEEN ARRESTED?

WHAT IS YOUR CURRENT ADDRESS?

WHAT WAS YOUR PREVIOUS ADDRESS?

DO YOU HAVE RELIABLE TRANSPORTATION TO AND FROM WORK?

DO YOU HAVE A CAR?

WHAT SCHOOL(S) DID YOU ATTEND?

WHEN DID YOU GRADUATE FROM HIGH SCHOOL OR COLLEGE?

ARE YOU A MEMBER OF A PROFESSIONAL ORGANIZATION?

WHAT SORORITY/FRATERNITY DID YOU JOIN IN COLLEGE?

ARE YOUR EDUCATIONAL OR EMPLOYMENT RECORDS LISTED UNDER ANY OTHER NAME?

ARE YOU MARRIED?

WILL YOU NOW, OR IN THE FUTURE, REQUIRE SPONSORSHIP FOR EMPLOYMENT VISA STATUS?

WHAT IS YOUR DATE OF CITIZENSHIP?

DO YOU HAVE RESPONSIBILITIES, OTHER THAN WORK, THAT WILL INTERFERE WITH THE SPECIFIC JOB REQUIREMENTS?

WHAT ARRANGEMENTS ARE YOU ABLE TO MAKE FOR CHILDCARE WHILE YOU WORK?

WHAT TYPE OF EDUCATION/TRAINING/WORK EXPERIENCE DO YOU HAVE THAT IS RELEVANT TO THIS JOB?

DID YOU SERVE IN THE MILITARY?

CAN YOU PERFORM THE ESSENTIAL FUNCTIONS OF THIS JOB WITH OR WITHOUT ACCOMMODATION?

DO YOU HAVE ANY DISABILITIES?

Illegal interview questions gather information from job candidates that can be used to discriminate against them. A general rule of thumb is to not ask about a candidate's race, religion, gender, marital status, childcare, or experience in the military.



For more information on staying compliant with your interviewing practices, contact EFG at 800-527-1984.