

Employment Interviewing Federal Guidelines

What You CAN and CANNOT Ask



YOU CAN

-  Ask about previous employment including job performance
-  Ask whether the individual can meet the work schedule & attendance requirements
-  Ask for date of birth and proof of age
-  Ask about training and experience in the U.S. military
-  Ask how long the applicant plans to stay on the job or about any expected absences
-  Ask for names of job references
-  Ask about height or weight if it is a job requirement
-  Ask whether the individual can be cleared to work lawfully in this country and can provide proof of this after hiring
-  Request address where the individual can be contacted



You CANNOT

-  Ask about marital status, race, ethnicity, religion, or sexual orientation
-  Ask about the individual's partner, the partner's employment, or child care arrangements
-  Show preference for younger people in hiring
-  Ask about reasons for military discharge or request copies of discharge papers
-  Ask direct questions about previous or possible future pregnancies
-  Ask about the origin of a name or anything about a name that would reveal its owner's marital status
-  Ask about height or weight if there is no job requirement
-  Request a photograph before hiring
-  Ask with whom the individual is living or whether the individual owns or rents his or her home

Federal Guidelines For Employment Practices

Gary Dessler



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