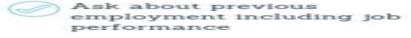
# **Employment Interviewing**

# Federal Guidelines

# What You CAN and CANNOT Ask



#### YOU CAN







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

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