
INTERVIEW QUESTIONS YOU NEED NOT ANSWER

(adapted from Career Opportunities News)

In addition to anticipating questions you may be asked about your qualifications and past experiences, you should also be aware of certain questions which, by law, you are not required to answer. Most deal with personal information that is not related to the job or your ability to perform it. Below are some examples of such illegal questions. Should an employer ask you any of these, rather than create an embarrassing moment in the interview, try to respond by saying something positive about your qualifications.



What is your marital status?

Whether you are married or single, engaged, or live a gay or lesbian life has no relation to your ability to perform your job.

When were you born?

This is technically illegal, except to probe that you are not a minor or otherwise don't fit the age restrictions posted for the job. In actuality, however, most candidates assume they will record their date of birth on a formal employment application and make no particular attempt to hide it. Older workers, however, often leave dates off resumes and may not wish to disclose their age until actually hired.

How would you get to work?

Your ease or problems associated with getting to work should be of no concern to the employer. If you are hired, presumably you can get to work. The employer might, however, ask the question with the positive intention of helping you identify a car pool from near where you live.

What are your disabilities?

Once again, the only concern the employer can legally express deals with your inability to perform the duties of the job. If you are in a wheelchair, you could be eliminated from some jobs requiring standing and frequent movement, but persons in wheelchairs can perform most of the jobs in many organizations.

Please submit a picture.

Almost no one does it these days, but the employer can't ask for a photograph before hiring.

What is your racial/ethnic group?

Thanks to discrimination laws, employers may not ask for your racial/ethnic, religious, or other categorical background. An applicant may choose to provide this information voluntarily, if it proves beneficial in an affirmative action hiring situation. Later, once you are hired, employers may legally ask for your racial/ethnic group.