Interview questions should be related to the job. Interview questions should not raise issues which legally cannot be utilized by employers in making hiring decisions. However, it is not illegal to ask these questions; it is illegal to use the information in the hiring process. Proving that the information was used to not hire a person is hard, so it is best not to have information come out that the employer is not supposed to use in making a hiring decision.

Some people approach these questions with the attitude of “I am proud of all I am and if an employer has a problem that I am married, a parent, LGBT, disabled, then I do not want to work for that employer.” That is one approach.

Another approach is to feel that the employer should not ask inappropriate questions. If you feel this way and are asked an inappropriate question, examine a proper intent behind the question – what information properly can be asked for that applies to the job?

You are not required to answer inappropriate questions!

If you decide to answer the question, don’t be defensive. It may be best to pause for a few seconds before answering the question.

This will not be interpreted as an awkward gap of silence (unless it is really long), but as a time of reflection.

Answer as if the interviewer had asked you an appropriate question and respond only with information that is properly applicable to your application.

Warning: If you raise a subject that an employer should not inquire about, it will be fair game for discussion. So do not raise age, marital status, disabilities, religion, politics, etc. in interviews if you do not want them to be fair game for inquiry by the employer.

Inappropriate:
■ Are you a U.S. citizen?
■ Where were you/your parents born?
■ How old are you?
- What is your birth date?
- Are you married/single/engaged?
- With whom do you live?
- Do you plan to have a family? When?
- How many kids do you have?
- To what political party or social organizations do you belong? Who do you support for President?
- What religion do you practice?
- Do you have any disabilities?
- Have you had any illnesses or operations?

**Appropriate:**
- Are you authorized to work in the U.S.?
- What languages do you read, speak, or write fluently? What is your "first language?" (OK to ask as long as the ability is relevant to the job.)
- Are you over the age of 18?
- Are you willing to relocate if necessary?
- Are you able and willing to travel as needed for the job?
- Are you able and willing to work overtime as necessary?
- Describe any professional or trade groups or other organizations you belong to that are relevant to this position?
- Would you require accommodations to perform the essential functions of this job?
- Are you willing to undergo a medical exam after receiving a job offer?
- Do you understand that any offer of employment is conditional, based on the results of a medical exam?

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**If you believe an interviewer has behaved inappropriately, please let the Career Office know right away. We will investigate and take action.**