

Interview Inquiries that Should Be Avoided

It is imperative that interviewers understand that certain inquiries of candidates, at any point of the application process, could have certain legal ramifications and should be avoided in all situations. The list below, although not exhaustive, details such inquiries:

- **Age-related questions**
 - Date of birth
 - High school graduation date

- **Marital-status related questions**
 - How long has applicant resided at present or previous address
 - Who resides with applicant
 - Spouse's name and/or occupation
 - Maiden name
 - Father's surname
 - Divorced, separated, etc.

- **Family-status questions**
 - Who resides with applicant
 - Does applicant have children
 - Ages of children
 - Who will take care of applicant's children while he/she is working
 - Does applicant plan to have children

- **Religion-related questions**
 - Does applicant attend church
 - What church does applicant attend
 - Name of religious leader

- **National Origin/Race questions**
 - Origin of name
 - Foreign languages spoken/read (unless job-related)
 - Nation of origin

- **Financial Information questions**
 - Mode of transportation (unless car is required for job)
 - Does applicant rent or own home
 - Applicant's bank or credit information
 - Whether or not applicant has filed bankruptcy or had wages garnished

- **Other Affiliation questions**
 - Clubs or organizations (other than professional) to which applicant belongs
 - Political interests

- **Other information (will be gathered by HR when appropriate)**
 - Arrest record
 - Armed Forces service