

Top 10 Illegal Discrimination Interview Questions

TO AVOID IN EDUCATION HIRING

| Topic | Illegal Question Example | Legal Reframing |
|-----------------------------|---|---|
| Age | When did you graduate high school/college? | Are you over the age of 18? |
| National Origin | Where were you born? | Are you authorized to work in the US? |
| Marital Status/Family Plans | Are you married? Do you plan to have children? | Are you willing to work overtime if needed? |
| Religion | What religious holidays do you observe? | Can you work on weekends, if required? |
| Disability | Do you have any disabilities that would prevent you from performing this job? | Are you able to perform the essential functions of this job with or without reasonable accommodation? |
| Arrest Record | Have you ever been arrested? | Have you ever been convicted of a crime? |
| Military Status | What type of discharge did you receive? | Are you currently serving in the military? |
| Sexual Orientation | Do you have a partner? What is their name? | Are you comfortable working in a diverse environment? |
| Genetic Information | Is there a history of X condition in your family? | N/A - Avoid questions about genetic information entirely. |
| Race | What is your race? | N/A - Questions about race are never permissible. |

This table provides examples of illegal interview questions and suggestions on how to rephrase these questions to ensure you remain in compliance with applicable laws and regulations. Avoiding illegal questions helps create a fair and equitable hiring process.