

Examples of Illegal Questions:

- Are you married?
- What was your maiden name?
- With whom do you live?
- How many children do you have?
- How old are your children?
- If you have children, what type of day care arrangements have you made?
- Do you plan to have children?
- What does your spouse do?
- Were you or your parents born in this country?
- How old are you?
- How tall are you?
- How much do you weigh?
- Do you have any physical disabilities?
- What religion do you practice?
- Where do you attend church?
- Where do you bank?
- Have you ever filed for bankruptcy?
- Have you ever been arrested?
- To what social, community, or religious groups do you belong?
- What is your military service status?
- If you are a veteran, what type of discharge did you receive?
- Have you ever received treatment from a psychologist?
- Have you had any major illnesses?
- Have you ever been hospitalized?
- Have you ever been treated for drug or alcohol addiction?
- Have you ever filed for worker's compensation?

Examples of Legal Questions:

- Tell me about yourself.
- How would you like to be addressed?
- Would our requirement of weekend time commitments be a problem?
- Would you be flexible to relocation?
- What is your stance on overnight travel?
- Are you a citizen of the United States or a resident alien with the right to work in the U.S.?
- In what foreign languages are you fluent? (If applicable to the position.)
- Are you over the age of 18?
- Would your past employers or educational references know you by any other name?