

Interview Question Do's and Don'ts

Category	May Ask	My Discriminate By Asking
Gender and Family Arrangements		<ul style="list-style-type: none"> ● Candidate's gender ● Marital status ● Parental status ● Number of children ● Spouse's or partner's occupation ● Child care arrangements ● Alternative health care coverage options ● "Maiden name"
Race		<ul style="list-style-type: none"> ● Candidate's race or color of skin ● For a photo of the candidate
National Origin or Ancestry	<ul style="list-style-type: none"> ● Whether candidate is legally able to be employed in the U.S. or Canada ● Ability to speak/read/write English (if job related) ● Other languages spoken (if job related) 	<ul style="list-style-type: none"> ● Ethnic association of a surname ● Previous surname ● Birthplace of candidate or candidate's parents ● Nationality, lineage, national origin ● Nationality of candidate's spouse or significant other ● Whether candidate is a citizen of another country ● Candidate's native tongue
Age	<ul style="list-style-type: none"> ● If candidate is of legal working age 	<ul style="list-style-type: none"> ● Date of Birth ● Date of high school graduation ● Age
Disability	<ul style="list-style-type: none"> ● Whether candidate can perform the essential job-related functions 	<ul style="list-style-type: none"> ● If candidate has a disability ● Nature or severity of a disability ● If candidate is associated with anyone who has a disability ● Medical history
Other	<ul style="list-style-type: none"> ● Convictions ● Academic, 	<ul style="list-style-type: none"> ● Number and types of arrests ● Height or weight, unless a

	<p>vocational, or professional education</p> <ul style="list-style-type: none"> ● Membership in any trade or professional association ● References 	<p>bona fide occupational qualification</p> <ul style="list-style-type: none"> ● Contact in case of an emergency (at application or interview stage) ● Whether candidate has ever filed a Workers' Compensation claim
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Ultimately, committees want to know:

- **Is the candidate willing and able to do the job?**
- **Is the candidate a good cultural fit for the organization?**
- **Does the candidate have future potential with the company?**