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*Don't answer that...
Illegal interview questions*

DON'T ANSWER THAT...

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Do you know why employers ask illegal job interview questions? Does the employer know what questions are illegal to ask? Do you know what illegal job interview questions are? While you may have the purest intent, Did you know answering some of these questions may prohibit you from getting an offer of employment?

The United States Equal Employment Opportunity Commission (EEOC) states that an employer may not ask questions to a job candidate and or employee as it relates to the following:

- National origin
- Race/color
- Religion
- Sex, gender identity or sexual orientation
- Pregnancy status
- Disability
- Age
- Genetic information
- Citizenship
- Marital status
- Number of children, or if you have any children

Did you know asking questions on the above topics could result in claims of discrimination and a potential lawsuit?

You may ask yourself, well why are these questions illegal? Is it not ok for the employer to ask these questions without implicating my potential as a candidate? Here is the thing. An employer may assume that you will need extra time off to care for children, or need extra time off for religious holidays. It is also possible an employer may not hire you due to age as someone older in age may result in higher insurance premiums and they may assume you are not 100% capable of the physical demands of the job due to age. The bottom line is, an employer may try to ask these questions to make an unfair hiring decision.

There are numerous ways an employer can try to solicit information from you. As an example without asking specifically how old you are, an employer may ask what year you graduated high school? What year did you first go to college? What year did your parents get married? When and or what year were your siblings born? What year were you born? By answering any of these questions, it is very feasible for someone to try and figure out how old you are.

A possible answer to this question is, the year I graduated high school, or when I was born is not relevant to my ability or skills to successfully complete the duties and or responsibilities of this position.

Over the next few weeks, I will dissect each of these categories with you with possible questions an employer may ask, and a potential response for you. Search for us next week, on the same bat time and same bat channel for another edition of illegal interview questions.