

Interview Questions: Inappropriate

Inappropriate Interview Questions

Federal laws prohibit employers from asking about specific things during an interview. Employers are not allowed to ask about the following unless the topic specifically relates to the job requirements.

- Race
- Color
- Sex
- Religion
- National origin
- Birthplace
- Age
- Disability
- Marital/family status

While there are some things an interviewer should not ask, occasionally you may be asked inappropriate questions. There are typically three different ways to handle an inappropriate interview question.

1. Choose not to answer, which may remove you from consideration.
2. Answer fully if you feel comfortable. However, be mindful if you will be comfortable working there.
3. Inquire how the question relates to the position. For example, *“I’d be happy to answer that, but can you expand upon how this relates to the position?”* may help clarify why the question is asked.

Below are some inappropriate interview questions and suggestions on how to answer, should you choose to answer it.

<i>Inappropriate Interview Questions</i>	<i>Example Answers</i>
Do you have any disabilities or handicaps that will impact your ability to do this job?	I have the experience and education to perform the duties of this job successfully.
What is your native language?	I can fluently speak, read, and write English and French.
Are you planning on starting a family soon?	I am very focused on my career, and you can rest assured of my commitment to this job.
Where were you born? What is your native country?	If you are asking if I am authorized to work here legally, the answer is yes.
How do you feel managing a team of men / women?	My experiences include successfully leading a diverse team of colleagues.
Do you belong to a religious institution? Do you go to church?	My religious practices do not impact my work.

If you are asked an inappropriate interview question, please reach out to our Career Services Office.

Source: The Balance Careers, 2019



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For more information:
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