



10 FORBIDDEN JOB INTERVIEW QUESTIONS

ABOUT THIS GUIDE

There are many kinds of discrimination prohibited by the laws enforced by EEOC.

As a result, discrimination lawsuits related to job interviews and other hiring practices have cost companies millions of dollars in EEOC penalties and settlements. The first step to avoiding trouble is asking the right questions while avoiding the wrong ones. To keep your next interview professional and above reproach, use this guide to steer clear of questions for which your company could be found legally liable. Remember always that consistency between candidates is key to reducing any potential interview-related liabilities.

ENJOY PEACE OF MIND

KRESS Employment Screening provides business large and small with confidence in the hiring process. We work every day to give our clients a competitive advantage in a tight hiring market, and we can help you ensure you're finding and hiring only the very best job candidates available. We're standing by to coordinate every aspect of your pre-employment screening process with fast turnaround times and valuable, one-on-one assistance. Contact us today with all of your pre-employment screening needs.

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10 FORBIDDEN JOB INTERVIEW QUESTIONS

Avoid these questions to steer clear of potential legal liability.

WHAT YEAR WERE YOU BORN?

Risk: Age discrimination

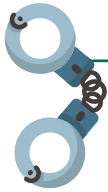
Possible alternative: Are you over 21?



WHAT'S YOUR ETHNICITY?

Risk: Ethnic discrimination

Possible alternative: Are you bilingual?



HAVE YOU EVER BEEN ARRESTED?

Risk: Arrest/conviction record discrimination

Possible alternative: Do you understand that this position requires a clean driving record?

HOW IS YOUR HEALTH?

Risk: Disability discrimination

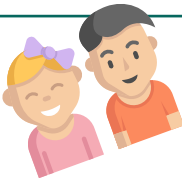
Possible alternative: Do you understand that this position requires physical abilities testing?



DO YOU NEED A BABYSITTER?

Risk: Family responsibilities discrimination

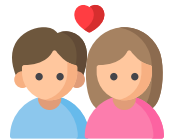
Possible alternative: Do you understand that this position requires working weekends?



ARE YOU SINGLE?

Risk: Sexual harassment

Possible alternative: Do you have any questions about our company's paid family leave?



WHERE ARE YOU FROM?

Risk: National origin discrimination

Possible alternative: Are you eligible to work in the United States?

DO YOU OWN YOUR HOME OR RENT?

Risk: Ethnic discrimination

Possible alternative: Are you willing to relocate for this position?



HAVE YOU EVER SPENT TIME BEHIND BARS?

Risk: Arrest/conviction discrimination

Possible alternative: Are you aware that this position requires a criminal background check?



ARE YOU RELIGIOUS?

Risk: Religious discrimination

Possible alternative: Do you understand that this position requires you to work on Sundays?

