

# What You Can Ask and What You Can't - Legal/Illegal Interview Questions

If you have any questions, please contact Human Resource Services.

IMPORTANT - All settings, including informal gatherings with department members who are not members of the search committee, are considered to be part of the interview of the candidate.  
Everyone who will have contact with candidates should be made aware of areas of inquiry that are not appropriate or illegal questions that should not be asked in order to avoid future complaints.

| AREA OF INQUIRY                            | LEGAL  | ILLEGAL   |
|--|--|---|
| Address/<br>Housing/Length<br>of Residence | <p>CAN ASK:</p> <ul style="list-style-type: none"> <li>Place and length of current and previous address ("How long have you lived in [city]"?)</li> <li>For applicant's phone number or how s/he can be reached</li> </ul> | <p><u>IT IS ILLEGAL TO ASK/REQUEST:</u></p> <ul style="list-style-type: none"> <li>Specific inquiry into foreign addresses that would indicate national origin</li> <li>Names or relationship of persons with whom applicant resides</li> <li>Whether applicant rents or owns home</li> </ul> |
| Age  | <p>BEFORE HIRING ONLY:</p> <ul style="list-style-type: none"> <li>If a minor, require proof of age in the form of a work permit or a certi</li> </ul>  |   |

| AREA OF INQUIRY | LEGAL | ILLEGAL |
|-----------------|-------|---------|
|-----------------|-------|---------|

Disabilities  
(continued from  
previous

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