

Western Oregon University

Inappropriate Interview Questions

Inquiry Area/Subject	Inappropriate	Appropriate
National Origin/ Citizenship	<ul style="list-style-type: none"> • Where were your parents born? 	<ul style="list-style-type: none"> • Are you authorized to work in the U.S? • What languages do you speak/read/write? • Are you a U.S citizen?
Age	<ul style="list-style-type: none"> • How old are you? • What is your birth date? 	<ul style="list-style-type: none"> • Are you over 18?
Marital status/family status	<ul style="list-style-type: none"> • Who do you live with? • Do you plan on having a family? • How many children do you have? • What are your childcare arrangements? 	<ul style="list-style-type: none"> • Would you be willing to relocate? • Would you be willing and able to travel? • Would you be willing to work overtime?
Affiliations	<ul style="list-style-type: none"> • To what clubs or organizations do you belong? 	<ul style="list-style-type: none"> • Do you belong to any career-related organizations?
Personal	<ul style="list-style-type: none"> • How tall are you? • How much do you weigh? 	<ul style="list-style-type: none"> • Are you able to lift and carry a 50 lb weight?
Disabilities	<ul style="list-style-type: none"> • Do you have a disability? • What is your medical history? • Do you need an accommodation to perform this job? 	<ul style="list-style-type: none"> • Can you perform the essential functions of this job?
Arrest record/convictions	<ul style="list-style-type: none"> • Have you ever been arrested 	<ul style="list-style-type: none"> • Have you been convicted of a crime?
Military record	<ul style="list-style-type: none"> • Were you honorably discharged? 	<ul style="list-style-type: none"> • In what branch of the armed forces did you serve?
Religion	<ul style="list-style-type: none"> • What religion do you practice? 	<ul style="list-style-type: none"> • What days are you available to work?
Gender	<ul style="list-style-type: none"> • How do you feel about supervising men/women? • What do you think about interoffice dating? 	<ul style="list-style-type: none"> • Tell us about your previous experience managing teams • Have you ever been disciplined for your behavior at work?
Health and Physical abilities	<ul style="list-style-type: none"> • Do you smoke or drink? • Do you take drugs? 	<ul style="list-style-type: none"> • In the past, have you been disciplined for violating company policies forbidding the use of alcohol or tobacco products? • Do you use illegal drugs?
Residence	<ul style="list-style-type: none"> • How far is your commute? 	<ul style="list-style-type: none"> • Are you able to start work at 8 am?