

Summary Chart of Legal Interview Questions

TOPIC	LEGAL QUESTIONS	DISCRIMINATORY QUESTIONS
Family Status	<p>Do you have any responsibilities that conflict with the job attendance or travel requirements?</p> <p>Must be asked of all applicants.</p>	<p>Are you married?</p> <p>What is your spouse's name?</p> <p>What is your maiden name?</p> <p>Do you have any children?</p> <p>Are you pregnant?</p> <p>What are your childcare arrangements?</p>
Race	None	What is your race?
Religion	<p>None</p> <p>You may inquire about availability for weekend work.</p>	<p>What is your religion?</p> <p>Which church do you attend?</p> <p>What are your religious holidays?</p>
Residence	What is your address?	<p>Do you own or rent your home?</p> <p>Who resides with you?</p>
Sex	None	Are you male or female?
Age	If hired, can you offer proof that you are at least 18 years of age?	<p>How old are you?</p> <p>What is your birthdate?</p>
Arrests or Convictions of a Crime	<p>Have you ever been convicted of a crime?</p> <p>You must state that a conviction will be considered only as it relates to fitness to perform the job being sought.</p>	Have you ever been arrested?
Citizenship or Nationality	<p>Can you show proof of your eligibility to work in the U.S.?</p> <p>Are you fluent in any languages other than English?</p> <p>You may ask the second question only as it relates to the job being sought.</p>	<p>Are you a U.S. citizen?</p> <p>Where were you born?</p>
Disability	<p>Are you able to perform the essential functions of this job with or without reasonable accommodation?</p> <p>Show the applicant the position description so he or she can give an informed answer.</p>	<p>Are you disabled?</p> <p>What is the nature or severity of your disability?</p>