

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 which affects the ability to perform this job?
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?