

INTERVIEW QUESTIONS THAT VIOLATE EQUAL EMPLOYMENT OPPORTUNITY

| Inquiry Area | Questions that violate Equal Employment Opportunity | Questions that do not violate Equal Employment Opportunity |
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| National Origin Citizenship | Are you a U.S. citizen? Where were you/your parents born? What is your "native tongue?" | Are you authorized to work in the U.S.? What languages do you read, speak, and write fluently? (This question is only relevant if the information is critical to job performance.) |
| Age | When did you graduate? What's your birth date? | Are you over the age of 18? |
| Marital Family Status | What's your marital status? When do you live? Do you plan to have a family? When? How many children do you have? What are your childcare arrangements? | Would you relocate? Are you willing and able to travel? Are you willing and able to work overtime? |
| Affiliations | To what clubs or social organizations do you belong? | |

Have you had any illnesses or operations?
What was the date of your last physical exam?
 How's your family's health?
How and when did you lose your eyesight?

Based on the job, can you perform essential functions?
As part of the job process, you are required to pass a medical exam.