

Can They Ask That? - Identifying illegal interview questions ANSWERS

Directions: For each question, indicate whether the interviewer can (YES) or cannot (NO) legally ask the question at the interview.

QUESTION	YES	NO
1. What kind of name is Dzivat?		X
2. Did you work or attend school under another name? OK FOR BACKGROUND CHECK		X
3. Are you married, single or divorced?		X
4. At the time of employment, can you verify your legal right to work in the United States?	X	
5. Are you a US Citizen? CAN'T ASK IF YOU'RE A CITIZEN - ONLY IF YOU HAVE LEGAL RIGHT TO WORK IN THE US		X
6. How many days of work did you miss last year?	X	
7. Do you plan on going back to school?	X	
8. Can you see well enough to complete an application?		X
9. Do you own or rent your home? IRRELEVANT TO THE JOB		X
10. How long have you lived at your current address? SPECIFICALLY FOR BACKGROUND CHECKS	X	
11. What activities to you do outside of work? Any hobbies? HOBBIES OK, BUT CAN'T ASK ABOUT CHURCH OR OTHER ACTIVITIES THAT INDICATE A PROTECTED CLASS	DEPENDS	
12. Do you have a current driver's license? ONLY IF DRIVING IS PART OF THE JOB	DEPENDS	
13. What types of skills did you learn in the Navy?	X	
14. Have you served in any wars?		X
15. What is the name and address of a relative to be notified in case of an emergency? CONTACT OK, RELATIVE NOT		X
16. What languages do you speak fluently?	X	
17. Are you planning on having children anytime soon?		X
18. Can you lift 70 pounds? OK IF IT IS A REQUIREMENT FOR THE JOB	DEPENDS	
19. This job requires overtime and weekend hours. Are you available to work on the weekend?	X	