## Western Oregon University
### Inappropriate Interview Questions

<table>
<thead>
<tr>
<th>Inquiry Area/Subject</th>
<th>Inappropriate</th>
<th>Appropriate</th>
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</table>
| National Origin/ Citizenship | • Where were your parents born?  
• Are you authorized to work in the U.S?  
• What languages do you speak/read/write?  
• Are you a U.S citizen? | |
| Age                       | • How old are you?  
• What is your birth date? | • Are you over 18? |
| Marital status/family status | • Who do you live with?  
• Do you plan on having a family?  
• How many children do you have?  
• What are your childcare arrangements? | • Would you be willing to relocate?  
• Would you be willing and able to travel?  
• Would you be willing to work overtime? |
| Affiliations              | • To what clubs or organizations do you belong? | • Do you belong to any career-related organizations? |
| Personal                  | • How tall are you?  
• How much do you weigh? | • Are you able to lift and carry a 50 lb weight? |
| Disabilities              | • Do you have a disability?  
• What is your medical history?  
• Do you need an accommodation to perform this job? | • Can you perform the essential functions of this job? |
| Arrest record/convictions | • Have you ever been arrested | • Have you been convicted of a crime? |
| Military record           | • Were you honorably discharged?  
• In what branch of the armed forces did you serve? | |
| Religion                  | • What religion do you practice? | • What days are you available to work? |
| Gender                    | • How do you feel about supervising men/women?  
• What do you think about interoffice dating? | • Tell us about your previous experience managing teams  
• Have you ever been disciplined for your behavior at work? |
| Health and Physical abilities | • Do you smoke or drink?  
• Do you take drugs? | • 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                 | • How far is your commute? | • Are you able to start work at 8 am? |