

## Permissible Interview Questions

Adapted from the Massachusetts Commission Against Discrimination website

*Absolutely no discriminatory questions may be asked regarding a protected class before, during or after an interview.*

### Age, Race, Color, Ethnicity, Sex, Gender, Sexual Identity, Religion, Sexual Orientation, Genetics, Criminal Record

#### You may not ask

- Do you have or plan to have children?
- Do you have child care arrangements?
- Are you engaged or do you plan on getting married?
- What religious holidays do you practice?
- How long have you been working?
- When did you graduate?
- Any questions about relationships or living arrangements!
- Are you comfortable working for a female boss?

### Ancestry, National Origin

#### You may not ask

- What is the origin of your name?
- What is your primary language?
- What country are you from?
- What is the ancestry or ethnicity of your parents/spouse?
- Is English your first language?

#### You may ask

- Are you legally authorized to work in the United States?

### Handicap, Disability

#### You may not ask

- Do you have any job-related handicaps/limitations that would prevent you from doing the job?
- Have you ever received Workers' Compensation?
- Do you drink socially?
- Have you ever been treated for drug abuse or alcoholism?

#### You may ask

- Please describe or demonstrate how you would perform a specific task. *(Ask all applicants, and provide a reasonable accommodation for the demonstration if needed)*

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### **Education, Experience, References, Memberships**

#### **You may not ask**

- Questions about education or work experience designed to determine an applicant's age
- About organizations which the applicant's membership would likely disclose a protected class status

#### **You may ask**

- What school, college or vocational program did you attend? Did you graduate?
- What is your work experience?
- Questions about verified work experience performed on a volunteer basis

### **Military Experience**

#### **You may not ask**

- Are you receiving a service-connected disability pension?
- What is your foreign military service history?
- What type of discharge did you receive from the military?

### **Medical History**

#### **You may not ask**

- Have you experienced any serious illnesses in the past year?

Note: An examination is permissible solely to determining whether the employee, with or without reasonable accommodation, is capable of performing the essential functions of the job.