

INTERVIEWING BASED ON FEDERAL LAW

NOTE: Even if applicant initiates conversation on these topics, interviewers may not ask follow-up questions.

Category	May Ask	May Not Ask (Potentially Discriminating)
Gender and family issues		<ul style="list-style-type: none"> ● Number of children ● Ages of children ● Anticipated children ● Marital status ● Spouse's occupation ● Child care arrangements ● Health care coverage through spouse
Race	No questions may be asked.	Applicant's race or color of skin.
National origin or ancestry	<ul style="list-style-type: none"> ● Whether applicant has a legal right to be employed in the U.S. ● Ability to speak/write English fluently (if job-related) ● Other languages spoken (if job-related) 	<ul style="list-style-type: none"> ● Ethnic association of surname ● Birthplace of applicant or applicant's parents ● Nationality, lineage, national origin ● Nationality of applicant's spouse ● Whether applicant is a citizen of another country ● Applicant's native tongue ● Maiden name (of married woman)
Religion	At ACU, we may ask questions about religious affiliation, <i>if the questions are job related</i> . We are exempt from the laws that say this is discriminatory.	
Age	If applicant is over age 18	<ul style="list-style-type: none"> ● Date of birth ● Date of high school or college graduation ● Age
Disability and/or Medical	Whether applicant can perform the essential functions of the job	<ul style="list-style-type: none"> ● If applicant has a disability ● Nature or severity of disability ● Whether applicant has ever filed workers' compensation claim ● Recent or past surgeries and dates ● Past medical problems