



Notes from



the Navigator

Know Your Legal Rights When Job Searching: Questions Employers Are/Are Not Allowed to Ask During an Interview

Categories:	Employers May Ask:	Employers May NOT Ask:
Age	Are you under the age of 18?	When were you born? How old are you?
Ancestry or National origin	No questions	What is your language, ancestry, or national origin?
Birthplace	No questions	Where were you born? Where were your parents born?
Citizenship	Are you a citizen? Do you intend to become a citizen?	Are your parents/wife/husband citizens? When did you become citizens?
Criminal record	Have you been convicted of a crime?	Have you ever been arrested?
Dependents	No questions	Do you have children? Do you have childcare?
Disability	No questions	Do you have a handicap? Have you collected disability/ workers' compensation?
Marital Status	No questions	What is your marital status?
Military	Are you a US veteran? What is your military history?	Are you collecting a service-connected disability pension?
Race	No questions	What is your race? Color? Photos cannot be required to accompany applications.

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Categories:	Employers May Ask:	Employers May NOT Ask:
Relatives	No questions	Where does your mother, father or any other relative work or conduct business?
Religion	No questions	What religious holidays do you observe?
Sex	No questions	What is your sex?
Sexual Preference	No questions	Are you a homosexual?

If you feel you have been discriminated against--contact your local office of Human Rights.

Some employers may ask you questions they should not -- questions that may be discriminatory. While you should not answer them, be prepared to deal with the underlying issues (for example a question about age may be the interviewer wondering if you can handle the job; or a question about childcare may be the employer wondering about whether you will miss a lot of work. You can reassure the employer about these things without directly answering the questions). Excerpted from "Your Winning Edge: Resume and Interview Preparation", NYS Department of Labor [www.labor.state.ny.us].

Quote of the Month:

"Failure is success if we learn from it."

~Malcolm S. Forbes