

# Interview Topics to Avoid

Employers should consider applicants solely on the basis of their qualifications and on the likelihood that they will successfully perform duties of the job without regard to race, sex, marital status, physical handicap, religion, national origin, sexual orientation, veteran status, or any other unlawful criteria.

The following is a list of topics to avoid during the interview process:

- arrest records
- less-than-honorable military discharges
- gender and marital status
- maiden name
- number of children
- ages of children
- number of preschool children
- spouse's name
- spouse's education
- spouse's income
- form of birth control
- family plans
- child-care arrangements
- conviction record
- car accidents
- lawsuits or legal complaints
- ownership of home or rental status
- length of residence
- ownership of car
- form of transportation to work
- loans
- wage assignments or garnishments
- bankruptcy
- credit cards
- insurance claims
- judgements
- citizenship or national origin
- mother's maiden name
- husband's name
- citizenship
- place of birth
- proficiency in speaking, reading, and writing English (unless job related)
- other languages spoken
- disabilities
- handicap
- prior illness or accident
- hospitalization
- current or prior medication or treatment
- worker's compensation claims
- weight
- age
- date of high school graduation
- religion
- church affiliation
- social organizations