Various federal, state and local laws regulate the questions an interviewer can ask you. To report illegal questions in an on-campus interview, contact the Interview Coordinator immediately. Otherwise, file a report through your local Equal Employment Opportunity Office.

<table>
<thead>
<tr>
<th>Illegal</th>
<th>Legal</th>
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| Nationality | • Are you a US citizen?  
• Where were you/your parents born?  
• What is your “native tongue?” | • Are you authorized to work in the United States?  
• What languages do you read, speak or write fluently? |
| Age | • How old are you?  
• When did you graduate college?  
• What is your birthday? | • Are you over the age of 18? |
| Arrest Record | • Have you ever been arrested? | • Have you ever been convicted of (crime)? |
| Marital/Family Status | • What’s your marital status?  
• Who do you live with?  
• Do you plan to have a family?  
• How many kids do you have?  
• What are your child care arrangements? | • Would you be willing to relocate/travel if necessary?  
• Would you be able and willing to work overtime as necessary? |
| Affiliations | • To what clubs do you belong?  
• What is your denomination?  
• What religious holidays do you observe? | • Do you belong to any professional organizations that you consider relevant to your ability to perform this job? |
| Personal | • What is your maiden name?  
• How tall are you?  
• How much do you weigh? | • Have you worked under any other name?  
• Can you lift a 50-pound weight and carry it 100 yards, as is part of the job? |
| Disabilities | • Do you have any disabilities?  
• Please complete the following medical history.  
• Have you had any recent or past illnesses or operations? If yes, list and give dates.  
• How’s your family’s health?  
• When did you lose your eyesight? | • Are you able to perform the essential functions of this job with or without reasonable accommodations? |
| Military | • If you’ve been in the military, were you honorably discharged?  
• In what branch of the Armed Forces did you serve? | • What type of training or education did you receive in the military? |

**FACING THE ILLEGAL QUESTION**
You have several options when faced with an illegal interview question.
1. **Answer.** Realize that you are providing information that is not relevant to the job and could harm your candidacy by giving a “wrong” answer.
2. **Refuse.** You’ll be within your rights, but run the risk of coming off as uncooperative.
3. **Respond.** Examine the intent of the question and respond as it might apply to the job. For example, an interviewer asks, “Are you a US citizen?” Answer with, “I am authorized to work in the US.”