



## Avoiding Discriminatory and Potentially Discriminatory Job Interview Questions

Category	You may ask....	Do not ask about .....
Family	<ul style="list-style-type: none"> <li>If an applicant has family members already employed by UMass Boston.</li> </ul>	<ul style="list-style-type: none"> <li>Are you married?</li> <li>Do you have children?</li> <li>Healthcare coverage</li> <li>Spouse's occupation</li> </ul>
Gender/Sexual Orientation	<ul style="list-style-type: none"> <li>No questions may be asked</li> </ul>	<ul style="list-style-type: none"> <li>What an applicant's gender or sex is?</li> <li>What an applicant's sexual orientation is?</li> </ul>
Race	<ul style="list-style-type: none"> <li>No questions may be asked</li> </ul>	<ul style="list-style-type: none"> <li>What an applicant's race or color of skin is?</li> </ul>
National origin or ancestry	<ul style="list-style-type: none"> <li>Whether an applicant has the legal right to be employed in the U.S</li> <li>Other Languages spoken (if job- related)</li> </ul>	<ul style="list-style-type: none"> <li>What an applicant's ethnic association of their surname</li> <li>Birthplace of applicant/applicant's parents</li> <li>What an applicant's nationality, lineage, national origin is?</li> <li>Nationality of applicant's spouse</li> <li>Whether an applicant is a citizen of another country</li> <li>An applicant's accent</li> </ul>
Religion	<ul style="list-style-type: none"> <li>Whether applicant is able to work on the days/times required by the job</li> </ul>	<ul style="list-style-type: none"> <li>What an applicant's religious affiliation is</li> <li>Religious holidays observed</li> </ul>
Age	<ul style="list-style-type: none"> <li>If the applicant is over the age of 18</li> <li>If the applicant is over the age of 21, if job related</li> </ul>	<ul style="list-style-type: none"> <li>What an applicant's date of birth is?</li> <li>Date of High School Graduation</li> <li>What an applicant's age is?</li> <li>How much longer do you plan to work before retiring?</li> </ul>
Disability	<ul style="list-style-type: none"> <li>Whether applicant can perform the essential job-related functions with or with a reasonable accommodation.</li> <li><b>No follow up questions are allowed.</b></li> </ul>	<ul style="list-style-type: none"> <li>If the applicant has a disability</li> <li>Nature or severity of disability</li> <li>Whether applicant has ever filed a workers' compensation claim</li> <li>Recent or past surgeries or dates</li> <li>Past medical problems</li> <li>Ability challenges (lifting and walking)</li> </ul>
Other		<ul style="list-style-type: none"> <li>Criminal record questions</li> <li>Veteran Status, discharge status</li> <li>What an applicant's due date? (No pregnancy questions)</li> </ul>

\*\*If you have questions that you are unsure about, please reach out Henry Paquin at 617.287.6041 or by emailing [henry.paquin@umb.edu](mailto:henry.paquin@umb.edu)