

Questionable Interview Questions

Many aspects of employment are heavily regulated in the U.S., but none more than the interviewing and hiring process. State and federal statutes and court decisions prohibit employers from discriminating against certain groups of people and from taking actions that impact those groups adversely and unfairly.

Employees involved in the recruiting, interviewing and hiring process need to be aware of the laws that govern the questions they ask applicants so that they can (1) avoid the questions that could get them or your organization into legal trouble, and (2) phrase their questions within legal limits to elicit the information the organization needs.

Course Summary

This 30-minute course explains the key issues of employment-discrimination law in simple, understandable terms. It includes pop-quizzes, news clippings and a final quiz highlighting real-world interviewing issues that employees should learn to recognize and deal with appropriately.

The topics covered in the course include —

- Overview
- Federal anti-discrimination laws
- State and local anti-discrimination laws
- EEOC recommendations
- Questions about physical attributes
- Personal questions
- National origin, ethnicity and citizenship
- Questions about health and disabilities
- Bona fide occupational qualifications