<table>
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<tr>
<th>Inquiry Area</th>
<th>Illegal Questions</th>
<th>Legal Questions</th>
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</table>
| National Origin/ Citizenship | - Are you a U.S. citizen?  
- Where were you/your parents born?  
- What is your “native tongue”? | - Are you authorized to work in the United States?  
- What language(s) do you read/speak/write fluently? (This question is okay only if this ability is relevant to the performance of the job.) |
| Age                        | - How old are you?  
- When did you graduate?  
- What’s your birth date? | - Are you over the age of 18? |
| Marital/Family Status       | - Are you married?  
- With whom do you live?  
- 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 if necessary?  
- Would you be able and willing to travel as needed for the job? (This question is okay if it is asked of all applicants.)  
- Would you be able and willing to work overtime as necessary? (This question is also okay assuming it is asked of all applicants for the job.) |
| Affiliations               | - What clubs or social organizations do you belong to? | - List any professional or trade groups or other organizations that you belong to that you consider relevant to your ability to perform this job. |
| Personal                   | - How tall are you?  
- How much do you weigh? (Questions about height and weight are not acceptable unless minimum standards are essential for the safe performance of the job.) | - Are you able to lift a 50-pound weight and carry it 100 yards, as that 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 them and give dates when these occurred.  
- What was the date of your last physical exam?  
- How’s your family’s health?  
- When did you lose your eyesight? How?  
- Do you need an accommodation to perform this job? (This question can be asked only after a job offer has been made.) | - Are you able to perform the essential functions of this job? (This question is okay if the interviewer has thoroughly described the job.)  
- Can you demonstrate how you would perform the following job-related functions?  
- As part of the hiring process, after a job offer has been made, you will be required to undergo a medical exam. (Exam results must be kept strictly confidential, except medical/safety personnel may be informed if emergency medical treatment is required, and supervisors may be informed about necessary job accommodations, based on exam results.) |
| Arrest Record              | - Have you ever been arrested? | - Have you ever been convicted of ? (The crime named should be reasonably related to the performance of the job in questions.) |
| 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? |

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