

Prohibited Job Interview Questions And Answers



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Prohibited Interview Questions And Answers Guide.

Question - 1:

Can you get a babysitter on short notice for overtime or travel?

Ans:

Don't make the mistake of assuming that a candidate has children or that they don't already have proper child care plans. As with many other questions, the key here is to ask directly about availability.

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Question - 2:

Is this your maiden name?

Ans:

This question, like many others, may seem innocent and simple, but it's off-limits. A woman's marital status isn't something that's required to be shared with employers. Instead, verify whether or not she's gained experience using any other names.

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Question - 3:

Tell me how old are you?

Ans:

While it seems like a simple question, it's in fact quite loaded. Knowledge of an applicant's age can set you up for discrimination troubles down the road. To be safe, just ensure that the candidate is legally old enough to work for your firm.

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Question - 4:

What you think are you mature?

Ans:

Maturity is essential for most positions, but it's important that you don't make assumptions about a candidate's maturity based on age. Alternately, you have to be careful about discrimination towards applicants nearing retirement.

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Question - 5:

Do you belong to a club or social organization?

Ans:

This question is too revealing of political and religious affiliations that candidates are not required to share such information with potential employers. Additionally, this questions has little to no relation to a candidate's ability to do a job. For this question, it's important that the wording focuses on work.

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Question - 6:

Tell me how long have you lived here?

Ans:

Familiarity with local culture may be important to the position, but it's important not to ask about a candidate's residency in the country or region directly. Rather, ask about their current situation, and they may volunteer information about their past along the way.

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Question - 7:

Tell me what is your native tongue?

Ans:



Finding out about a candidate's native language may seem like a good way to find out about their fluency, but you may offend applicants that are sensitive to common assumptions about their language. Additionally, as an employer, it's not your concern how the applicant attained fluency in a language - just that they are fluent.

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Question - 8:

What is your nationality?

Ans:

Certainly, you want to be sure that a candidate can legally work for you, but it's important to be careful how you ask. These questions address citizenship, language and other touchy subjects.

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Question - 9:

Tell me are you Lucky?

Ans:

Answering in a way that is balanced, yet still optimistic, is a good way to showcase some of your strengths as well as your positive attitude. You can also note how you might have met some challenges.

You can begin by referencing some reasons why you have been fortunate, like having a strong family background, great mentors, inspiring bosses, or a solid education at an outstanding school. Good fortune of this kind points to assets that will ultimately serve you well in your job.

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Question - 10:

What kind of Illegal questions would be asked during interview?

Ans:

Employers should not ask about any of the following unless it specifically relates to the job requirements, because to not hire a candidate because of any one of them is discriminatory:

- * Race
- * Color
- * Sex
- * Religion
- * National origin
- * Birthplace
- * Age
- * Disability
- * Marital/family status

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Question - 11:

What questions would interviewer asked about religion?

Ans:

During an interview, an interviewer can ask if you are able to work during the normal hours of operation of the business.

An interviewer cannot ask your religious affiliation, or holidays that you observe. It is illegal to be asked your place of worship, or your beliefs. If you are asked questions of this kind, you may reply that your faith will not interfere with your ability to do the job.

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Question - 12:

Would you ever been discharge from military?

Ans:

An interviewer may ask questions relating to the branch of military in which you served, and your attained rank. It is also legal to ask about any education or experience relating to the position to which you are applying.

You may not be asked about your type of discharge, or about your military records. Questions relating to foreign military service are forbidden as well. If you choose to answer these questions, you can indicate that there is nothing in your records that would impair your ability to succeed in the job.

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Question - 13:

Tell me about your gender?

Ans:

In a face to face interview, it is unlikely that an interviewer will not know your gender, but important that your gender not be taken into account in her assessment of your ability to do the job. You can't be asked your gender during any kind of interview for a position, unless it directly relates to your qualifications for a job, such as an attendant in a rest room, or locker room.

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Question - 14:

Tell me something about your family status?

Ans:

An interviewer can ask questions regarding whether you are able to meet work schedules, or travel for the position. He can ask about how long you expect to stay at a particular job, or with the prospective firm. Whether you anticipate any extended absences can also be asked.



An interviewer can't ask your marital status, if you have children, what your child care situation is, or if you intend to have children (or more children). You cannot be asked about your spouse's occupation or salary. If you choose to answer a question of this kind, a graceful way to answer is to say that you are able to perform all the duties that the position entails.

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Question - 15:

What disability you have?

Ans:

Under no circumstances is a prospective employer allowed to ask your height, weight, or any details regarding any physical or mental limitations you may have, except as they directly relate to the job requirements. If you choose to reply, you can state, I am confident that I will be able to handle the requirements of this position.

The Americans with Disabilities Act (ADA) provides protection for job seekers with disabilities. It is unlawful for an employer to discriminate against a qualified applicant with a disability. The ADA applies to private employers with 15 or more employees, as well as to state and local government employers.

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Question - 16:

Do you like to tell me about your financial status/credit?

Ans:

A prospective employer cannot ask about your financial status or credit rating during the course of an interview. There are limited exceptions to this, if you are applying for certain financial and banking positions. In addition, employers can check the credit of job applicants, with the candidate's permission.

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Question - 17:

What questions interviewer asked about ancestry?

Ans:

Questions such as "Is English your native language?", "Are you a U.S. Citizen?", "Were your parents born in the U.S.?", "What race do you identify yourself as?" are illegal for a person to be asked during an employment interview. Faced with questions such as these, you can refuse to answer, stating simply, "These questions do not affect my ability to perform the job."

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Question - 18:

Tell me what type of discharge did you receive in the military?

Ans:

This is not appropriate for the interviewer to ask you, but they can ask what type of education, training, or work experience you've received while in the military.

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Question - 19:

Tell me how long have you been working?

Ans:

This question allows employers to guess your age which is unlawful. Similarly, they can't ask you what year you graduated from high school or college or even your birthday.

However, they can ask you how long you've been working in a certain industry.

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Question - 20:

Tell me when was the last time you used illegal drugs?

Ans:

It's illegal for employers to ask you about past drug addiction, but they can ask you if you're currently using illegal drugs.

A person who is currently using drugs is not protected under ADA.

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Question - 21:

Tell me do you socially drink or not?

Ans:

Employers cannot ask about your drinking habits because it violates the Americans With Disabilities Act of 1990.

For example, if you're a recovering alcoholic, treatment of alcoholism is protected under this act and you don't have to disclose any disability information before landing an official job offer.

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Question - 22:

Tell me do you have any outstanding debt?

Ans:

Employers have to have permission before asking about your credit history. Similar to a criminal background history, they can't disqualify you from employment unless it directly affects your ability to perform the position you're interviewing for.



Furthermore, they can't ask you how well you balance your personal finances or inquire about you owning property.

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Question - 23:

Tell me is English your first language or not?

Ans:

It's not the employers lawful right to know if a language is your first language or not.

In order to find out language proficiency, employers can ask you what other languages you read, speak, or write fluently.

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Question - 24:

Tell me what country are you from?

Ans:

If you have an accent, this may seem like an innocent question, but keep in mind that it's illegal because it involves your national origin.

Employers can't legally inquire about your nationality, but they can ask if you're authorized to work in a certain country.

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Question - 25:

Do you have children?

Ans:

It is unlawful to deny someone employment if they have children or if they are planning on having children in the future.

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Question - 26:

Tell me what religious holidays do you practice?

Ans:

Employers may want to ask you this to see if your lifestyle interferes with work schedules, but this question reveals your religion and that's illegal.

They can ask you if you're available to work on Sundays.

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Question - 27:

Are you married?

Ans:

Although the interviewer may ask you this question to see how much time you'd be able to commit to your job, it's illegal because it reveals your marital status and can also reveal your sexual orientation.

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Question - 28:

Tell me have you ever been arrested?

Ans:

An employer can't actually legally ask you about your arrest record, but they can ask if you've ever been convicted of a crime.

Depending on the state, a conviction record shouldn't automatically disqualify you for employment unless it substantially relates to your job. For example, if you've been convicted of statutory rape and you're applying for a teaching position, you will probably not get the job.

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