Interview Question Legality

**Directions:** *Please place an X in the box next to each question – signifying if the question is legal or illegal to ask a candidate for a position.*

|  |  |  |
| --- | --- | --- |
| Legal | Illegal | Question |
|  |  | 1. How many years of insurance experience do you have? |
|  |  | 1. Are you over the age of 18? |
|  |  | 1. Do you have any children? |
|  |  | 1. I love your accent – where is it from? |
|  |  | 1. Have you ever served in the military? |
|  |  | 1. What are your plans for Christmas? |
|  |  | 1. You mentioned that you’re legally blind – are you able to perform the essential duties of the position with or without reasonable accommodation? |
|  |  | 1. How do I say your last name…? Is that Spanish? Italian? |
|  |  | 1. Wow, you’re really tan! Have you been on vacation recently? |
|  |  | 1. This position requires 25% travel – would this be feasible for your family? |
|  |  | 1. I see you just graduated from college, you’re probably what – 22? 23? |
|  |  | 1. When do you plan to retire? |
|  |  | 1. You would be working with a team of all males – would that be okay with you? |
|  |  | 1. Have you ever been convicted of a felony or misdemeanor? |
|  |  | 1. How much do you make? |
|  |  | 1. Are you married? |
|  |  | 1. Can you work weekends or holidays? |
|  |  | 1. Are you legally authorized to work in the U.S.? |
|  |  | 1. How many children do you have? |
|  |  | 1. How often do you take sick days? |