

Questions recruiters should not ask during interviews

The table below gives some **examples of questions recruiters should not ask during interviews** and helpful alternatives that they can ask interviewees instead.

What You Shouldn't Ask

What You Can Ask Instead

**Are you a U.S. citizen?
Do you have a green card?**

***Are you authorized to work in the U.S.?**

Rationale:

Inquiring about citizenship or immigration status can be discriminatory, as protected by the Immigration and Nationality Act. However, recruiters can ask questions about work authorization status to assess their eligibility to work legally in the United States.

Are you permanently work-authorized?

***Do you now or will you in the future need employ sponsorship for work authorization in the United States?**

Rationale:

Recruiters can ask questions that focus on a candidate's eligibility to work legally without specifying permanent or temporary status, ensuring compliance with anti-discrimination laws.

How long have you lived here? Where are you from?

Will you be able to commute to and from work? Will transportation to and from work be a problem?

Rationale:

Recruiters can ask questions that focus on the practical aspects of commuting rather than personal background or origin to assess a candidate's ability to fulfill the job's commuting requirements.

What religion do you practice?

What days are you available to work? Are you able to work with our required schedule?

Rationale:

Recruiters cannot ask about an individual's religious beliefs, which are protected under anti-discrimination laws. However, they can assess a candidate's availability and schedule compatibility.

What is your native tongue?

What languages do you read, speak or write fluently?

Rationale:

Recruiters cannot ask direct questions about an individual's national origin, which is protected under anti-discrimination laws. However, they can ask questions that focus on language proficiency, which is relevant to job requirements.