



The Career Center

East Carolina University
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UNDERSTANDING ILLEGAL QUESTIONS

INQUIRY AREA	ILLEGAL QUESTIONS	LEGAL QUESTIONS
National Origin/ Citizenship	Are you a U.S. citizen? Where were your parents born?	Are you authorized to work in the U.S.? What languages do you speak/read/write?
Age	How old are you? What is your birth date?	Are you over 18?
Marital/Family Status	What is your marital status? With whom do you live? Do you plan on having a family? How many children do you have? What are your childcare arrangements?	Would you be willing to relocate? Would you be willing and able to travel? Would you be willing to work overtime?
Affiliations	What clubs or organizations do you belong to?	Do you belong to any career-related Organizations?
Personal	How tall are you? How much do you weigh?	Are you able to lift a 50 lb weight and carry it 100 yards?
Disabilities	Do you have a disability? What is your medical history? Do you need an accommodation to perform this job?	Are you able to perform the essential functions of this job?
Arrest Record	Have you ever been arrested?	Have you ever been convicted of ____?
Military Record	Were you honorably discharged?	In what branch of the armed forces did you serve?

BUT WHAT ABOUT:

Do you own your own car? _____

What is your native language? _____

Where were you born? _____

What does your spouse do for a living? _____

Do you own or rent? _____

How would you feel about working for a female boss? _____

You look to young to be starting a career! _____