

Know Your Legal Rights When Job Searching

Categories:	Employers May Ask:	Employers May NOT Ask:
Ancestry or National origin	No questions	What is your language, ancestry, national origin?
Birthplace	No questions	Where were you born? Parents born?
Citizenship	Are you a citizen? Do you intend to become a citizen?	Are your parents/spouse citizens? When did you become citizens?
Criminal record	Have you been convicted of a crime?	Have you ever been arrested?
Dependents	No questions	Do you have children? Childcare?
Disability	No questions	Do you have a handicap? Have you collected disability/ workers' comp?
Marital Status	No questions	What is your marital status?
Military	Are you a US veteran? What is your military history?	Are you collecting a service-connected disability pension?
Race	No questions	What is your race? Color? **Photos can't be required to accompany applications.
Relatives	No questions	Where does your mother, father or any other relative work or conduct business?
Religion	No questions	What religious holidays do you observe?
Sex	No questions	What is your sex?
Sexual Preference	No questions	Are you a homosexual?

This is intended only for informational purposes. It is up to you to determine if you will answer an employer if he/she asks a question that appears to be illegal, unethical or inappropriate.