

Interview Questions: What You Can and Cannot Ask

Applicants with disabilities, like all other applicants, must be able to meet the employer requirements for the job (such as education, training, experience, skills, or licenses) and perform the essential functions of the job. The following are questions that you can and can't ask during an interview.

Can Ask

Can you perform the job functions of this position?

How would you perform the job functions?

What education, skills, and training do you have that will help you succeed in this position?

Do you require any accommodations to perform the job functions?

The job requires X. Can you tell me how you would meet this job requirement?

Cannot Ask

Do you have any disabilities or impairments that might affect your ability to do the job?

Have you ever been treated for any mental condition?

Will you need to take leave for medical or disability related reasons?

Do you suffer from any health-related condition that might prevent you from performing?

Have you ever filed a worker's compensation claim?

Have you ever been hospitalized? For what?

Why do you use a wheelchair?

Have you ever been treated by a psychologist or psychiatrist? If so, for what?

Adapted from workology.com¹ and the University of Wisconsin-Madison Office for Equity and Diversity.²

Link References:

¹ Workology.com (2015). *What Can You Ask About Disability in Interviews?* Retrieved from <https://workology.com/what-can-you-ask-about-disability-in-interviews/>

² oed.wisc.edu (2017). *Job Interview: Disability-Related Questions (What IS and IS NOT ok to ask in a job interview?)*. Retrieved from <https://oed.wisc.edu/documents/job-interview-questions.pdf>