OFFICE FOR INCLUSION AND CIVIL RIGHTS

Interview Questions

What can be asked?



No Questions About:

Age
Birthplace
Gender
Marital Status
National Origin
Race
Religion
Sexual Orientation

Disability

Whether a candidate could perform the essential duties of the position with or without an accommodation



Language

Languages applicant reads or writes, if applicable to the position



Military Service

Branch of service, rank and work experience applicable to the position without asking type of discharge



Criminal Record

Actual felony convictions related to the job duties (**NOT** arrests or accusations)



Citizenship

ONLY about applicant's eligibility to work in the U.S. "Are you legally authorized to work in the United States?"



Affiliations

Professional or trade group/association membership, without reference to social, ethnic or religious groups



Additional information relative to compliance in the search and hire process is included on the OICR website.

inclusioncivilrights.uconn.edu
searchcompliance@uconn.edu

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