

Acceptable and Unacceptable Interview Questions

Unacceptable

- How long have you had the mental disability?
- How can you get to work on time if you are taking medication?

Acceptable

- Will getting to work on time present a problem?

Unacceptable

- How is your health?
- Will you need time off because of your mental disability?
- How can a person with a memory deficiency be able to keep track of assignments?
- How can a person with a cognitive impairment like yours discuss matters over the telephone?

Acceptable

- An essential function of this job is to keep track of your assignments. Will this present a problem?
- Telephone communication is part of this job. Please tell me how you can fulfill this responsibility, with or without reasonable accommodation.

Unacceptable

- Do you have a disability or impairment?
- Will you need a reasonable accommodation?

Acceptable

- This job requires you to carry out function X. Please describe or demonstrate how you will perform function X, with or without reasonable accommodation.

Unacceptable

- What caused your mental disability?
- Do you take medication?
- Have you ever filed for workers' compensation?
- Have you ever been treated for any mental condition?
- Have you ever been hospitalized?
- How many days were you absent from work last year because of illness?

Acceptable

- It is essential for this position that we can rely on your presence; does this present a problem?
- Have you ever been convicted of a drug or alcohol-related offense?