

ILLEGAL QUESTIONS & WORKPLACE DISCRIMINATION

Be aware of illegal interview questions. Illegal questions include questions about Race, Color, Gender, Religion, Birthplace, Age, National origin, Disability, Marital/family status, and Pregnancy. If they come up, try to bring the conversation back to appropriate topics.

If you are unable to diffuse the uncomfortable situation, identify the intent of the question and respond indirectly by asking how it relates to the position. You can also upstage and ignore the question by blatantly redirecting the conversation. Mention the error diplomatically and politely refuse to answer the question. Finally, if all else fails, hit the road graciously. Professionally excuse yourself. If you feel you have been discriminated against, contact the proper authority.

There are many organizations that deal with Job Search and Workplace Discrimination. File formal complaints with Equal Opportunity Employment offices, unions, or other company authorities.

If your immigration status is uncertain or in process, do not be afraid to file a formal complaint. You will not need to reveal your legal status. All you need is the name and address of the employer, the number of employees at the company, the dates and time of the discriminatory action, the name of the supervisor and persons involved, and comparison examples of how others were treated differently.

Keep good notes, and file complaints within the time limits for each specific agency!