



BARRETT
& Farahany
JUSTICE AT WORK™
CELEBRATING 26 YEARS

THE OLDEST AND ONE OF THE
MOST PRESTIGIOUS EMPLOYMENT
LAW FIRMS IN THE SOUTHEAST
DEDICATED TO PROTECTING THE
RIGHTS OF EMPLOYEES.

CALL FOR A FREE CASE REVIEW

JUSTICEATWORK.COM

"MY CASE WAS A HARD ONE, BUT MR. MATTHEW BILLIPS, DETRA
HICKS, AND DIANA HOWE ARE THE MOST AMAZING INDIVIDUALS.
THEY KEPT ME INFORMED, UPDATED, AND HAD THE BEST OUTCOME.
I HIGHLY, HIGHLY RECOMMEND GIVING THEM A CALL. I WILL
RECOMMEND BARRETT AND FARAHANY TO ANY AND EVERYONE.
PLEASE GIVE THEM A CHANCE AND BE AS HAPPY AS I AM."

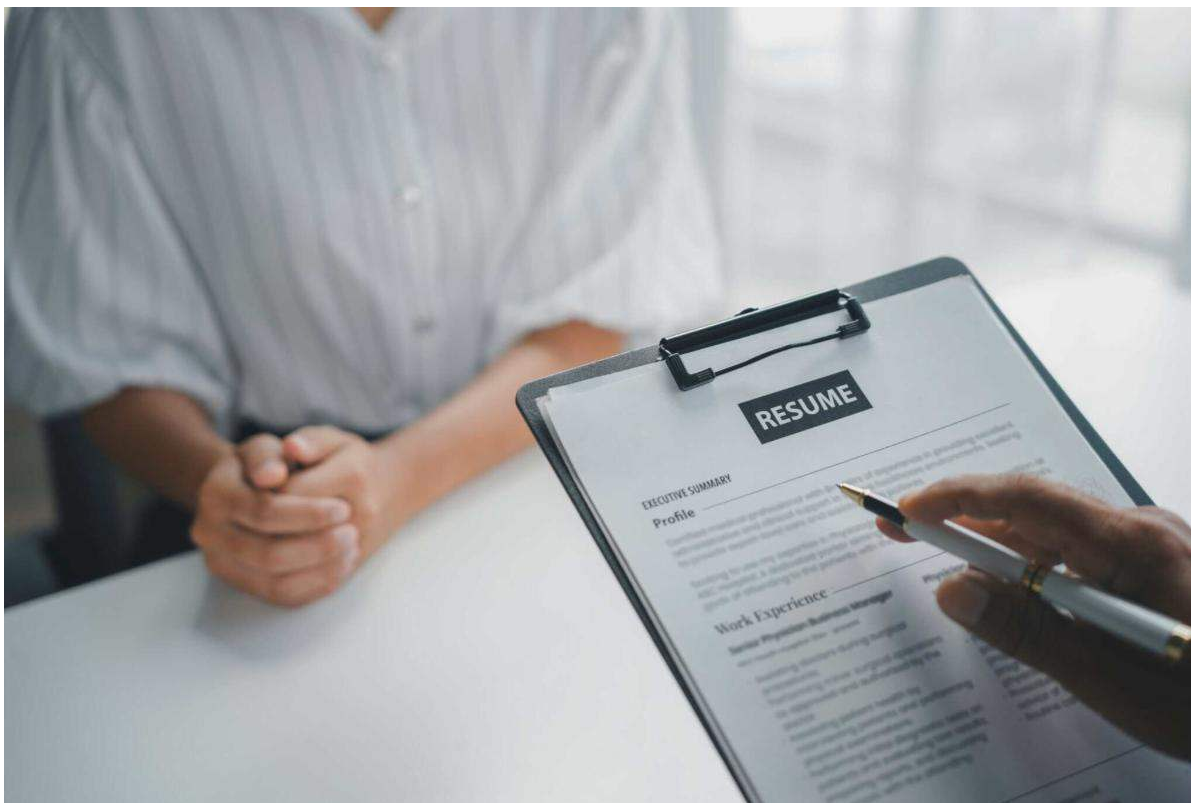
- S.L.

LEARN ABOUT THESE ILLEGAL INTERVIEW QUESTIONS HR CAN'T ASK YOU

Walking into a job interview is often a mix of excitement and anxiety. You have prepped your resume, rehearsed your answers, and researched the company. You are ready to showcase why you are the best fit for the role. However, while you are focusing on making a good impression, it is equally important to monitor the questions coming from the other side of the table.

The interview process is designed to assess your skills, experience, and cultural fit. It is not an opportunity for employers to pry into your personal life or make decisions based on biases. Federal and state laws protect candidates from discrimination, meaning there are strict limits on what Human Resources (HR) and hiring managers can ask.

At Barrett & Farahany, we believe every candidate deserves a fair shot based on their merit. Understanding which interview questions are off-limits empowers you to spot red flags and protect your rights during the hiring journey.



Understanding Protected Characteristics

The foundation of legal interviewing lies in “protected characteristics.” Under guidelines enforced by the Equal Employment Opportunity Commission (EEOC), employers cannot discriminate against candidates based on specific traits. Consequently, questions that force you to reveal these traits are generally prohibited because they can be used to bias the hiring decision.

HR is not allowed to ask about:

- Race or color
- Religion
- Sex (including pregnancy, gender identity, and sexual orientation)
- National origin
- Age (specifically for individuals 40 or older)
- Disability or genetic information
- Family or marital status

The golden rule of any job interview is job-relatedness. If a question does not directly relate to your ability to perform the duties of the role, it likely shouldn't be asked.

Personal Questions That Cross the Line

During casual conversation, some inquiries might seem harmless. However, in a professional setting, questions about your personal life can lead to discriminatory hiring practices. Here are specific areas where interviewers often cross the line, sometimes unintentionally.

Family, Marital Status, and Pregnancy

Employers might be trying to gauge your availability or long-term commitment, but asking about your family is illegal. Questions like “Are you married?”, “Do you have children?” or “Do you plan to have kids?” are strictly prohibited. These questions often disproportionately affect women and can lead to bias regarding maternity leave or childcare responsibilities.

Race and National Origin

While an employer must verify that you are legally authorized to work in the country, they cannot dig into your ethnic background. Questions such as “Where are you from originally?” or “What is your nationality?” are not permitted. These inquiries can open the door to discrimination based on national origin or race.

Religion

An interviewer might try to make small talk by asking, “What church do you attend?” or “Do you observe any specific religious holidays?” This is illegal. Your religious beliefs — or lack thereof — have no bearing on your professional capabilities...

[Continue Reading](#)

Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region.

Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.

[Contact Us Today](#)



Meet the Team at Barrett & Farahany

Barrett & Farahany | 2921 Piedmont Road | Atlanta, GA 30305 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)