



## Interview Do's and Don'ts

*Test your knowledge on what you can and cannot ask before you conduct your next interview.*

**Question:** How many days were you off sick last year?

**Can we ask it?** *No.*

**Reason:** The answer may indicate a disability and its severity.

**Question:** Other than vacation, how many Mondays or Fridays were you absent last year?

**Can we ask it?** *Yes.*

**Reason:** The answer tends to show abuse of leave rather than use for a disability.

**Question:** Have you ever been addicted to illegal drugs or alcohol?

**Can we ask it?** *No.*

**Reason:** Addiction is a disability.

**Question:** Other than due to illness, how many days were you absent last year?

**Can we ask it?** *Yes.*

**Reason:** The answer highlights attendance problems not associated with a disability.

**Question:** Have you ever taken illegal drugs?

**Can we ask it?** *No.*

**Reason:** Casual, illegal drug use is not a disability, but answering “yes” might reveal a past addiction.

**Question:** Are you on illegal drugs today?

**Can we ask it?** *Yes.*

**Reason:** Current use of an illegal drug is not a covered disability.

**Question:** Are you taking Ritalin? AZT?

**Can we ask it?** *No.*

**Reason:** The answer will likely reveal a disability (attention deficit hyperactivity disorder, narcolepsy or HIV/AIDS-related diseases.)

**Question:** Do you drink the equivalent of more than a six-pack of beer a day?

**Can we ask it?** *No.*

**Reason:** The answer could reveal alcoholism.

**Question:** Do you drink socially?

**Can we ask it?** *No.*

**Reason:** The question could elicit confessions of binge drinking, which may be a disability.