

Interview Questions Guidelines

Columbia University prohibits any form of discrimination against any person on the basis of race, color, religion, sex, gender, gender identity, pregnancy, age, national origin, disability, sexual orientation, marital status, status as a victim of domestic violence, citizenship or immigration status, creed, genetic predisposition or carrier status, unemployment status, partnership status, military status, or any other applicable legally protected status.

Topic	Legal Question(s)	Illegal Question(s)
Race	None.	What is your race?
Religion or Creed	None.	What is your religion? What religious holidays do you observe?
National Origin/Citizenship	Can you show proof of your eligibility to work in the United States?	What is your religion? What religious holidays do you observe
Age	Can you show proof of your eligibility to work in the United States?	Are you a U.S. citizen? Were you born in the U.S? What is your “native tongue”?
Disability	Are you able to perform the essential functions of this job with or without reasonable accommodation? <i>(Show the applicant the job description so he or she can give an informed response.)</i>	Are you disabled? What is your condition? Have you had any medical leaves? Have you had any operations?
Pregnancy	None.	Are you pregnant? Do you plan on starting a family?
Military Status	What type of education did you receive in the military?	Were you honorably or dishonorably discharged?
Arrests & Convictions	None.	None.
Credit Standing	None.	None.
Family Status	Do you have any responsibilities that conflict with the job attendance or travel requirements? <i>(If this question is to be asked, it must be asked of all applicants.)</i>	What is your marital status? Do you have any children? Are you a care-giver? How old are your children?
Unemployment Status	None.	None.
Salary History or Compensation	What are your salary expectations/requirements?	What is your current salary? What is your salary history?