



## University of Wisconsin System Administration Interview Question Guidelines

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The following questions should not be asked in an interview:

- Are you a U.S. citizen?
- Were you born here?
- Where are you from?
- What is your ethnic heritage?
- What is that accent you have?
- How old are you?
- When were you born?
- Are you married?
- Do you have any children? What are your child care arrangements? (Questions about family status are not job-related and should not be asked.)
- When did you graduate from high school?
- What church do you go to?
- What clubs or organizations do you belong to?
- Have you ever filed a worker's compensation claim? (You may not ask this question or any related question during the pre-offer stage.)
- What disabilities do you have?
- Do you have AIDS, or are you HIV-positive? (There is no acceptable way to inquire about this or any other medical condition.)
- Have you had an arrest that did not result in a conviction?

This is not an exhaustive list. The Office of Human Resources and Workforce Diversity will review and approve all questions prior to an interview.