



# What Employers Legally Can and Can't Ask You During a Job Interview and Salary Negotiation

Publication

1.14.16

Catharine Morisset's article "What Employers Legally Can and Can't Ask You During a Job Interview and Salary Negotiation" was featured on *Pay Scales* on January 14, 2016.

"Where are you from?" It's an easy conversation starter and suitable in most settings...except a job interview.

So too, are other common social inquiries like, "Are you married," "When did you graduate," or "Have I seen you at my church?" A prospective employer who asks you these questions should send up a red flag. It may signal a lack of understanding of workplace anti-discrimination laws, or worse, no concept of workplace diversity.

The above examples can lead to information about a candidate's national origin, marital status, sexual orientation, age, or religion. It's illegal to ask any questions that may elicit information about any status protected by federal, state, or local laws. The interviewer's questions should stay focused on top-level priorities related to the job's essential duties, such as the candidate's work history as it pertains to the position, or availability for certain work shifts.

In the article, Catharine addresses how to address improper interview questions.

To read the full article, please visit [\*Pay Scales\*](#).

This article was picked up by [\*Times\*](#) on January 26, 2016.

## ***Related People***





**Catharine Morisset**

Partner

206.693.5076

Email