

Preemployment Inquiries Related to Disabilities

Examples of Preemployment Inquiries Related to Disabilities

Illegal Questions

Do you have any disabilities? Do you have a disability that would prevent you from performing the essential functions of the job with or without an accommodation?

Please complete the following medical history as part of the application process. Have you had any recent or past illness or operations? If yes, list and give dates. What was the date of your last physical exam? What medications do you take?

Are you able to sit?

Can you carry objects?

Are you colorblind?

What is your corrected vision?
When did you lose your eyesight?
How did you lose your eyesight?

Do you see a psychiatrist for stress?

Are you an alcoholic?
How often do you drink alcoholic beverages?

What is wrong with your leg?

How often were you sick?

Why do you use a wheelchair and will we have to make any accommodations for the wheelchair?

Tell me all of your disabilities.

Legal Questions

Are you able to perform the essential functions of the job?

As part of the hiring process, after a job offer has been made, you will be required to undergo a medical exam. The results will remain confidential and will only be used if emergency medical treatment is necessary or to assist in the determination of a job accommodation, if needed.

Can you sit for four hours at a time? (Assuming this is an essential function of the job.)

Can you carry three-pound boxes to the copier? (Assuming this is an essential function of the job)

Can you distinguish between color bands? (Assuming this is an essential function of the job.)

Do you have 20/20 vision? (If this is a job requirement.)

How well can you handle stress?

Do you drink alcoholic beverages?

How did you break your leg? (If it is obvious the person's leg is broken because the person is wearing a cast.)

What was your attendance record? Can you demonstrate how you would perform the following job functions?

Will you need any accommodation to participate in the recruiting process?

What are your job skills, educational background, and prior work experiences?

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