Illegal/ Inappropriate Questions for Resident/Fellow Interviews

INAPPROPRIATE Interview Questions
- Are you married?
- What does your spouse do?
- Do you have children?
- Do you plan to have children?
- Where do you go to Church?
- “Is your name Irish?”
- Do you smoke?
- Where were you born?
- Are those cornrows in your hair?

ILLEGAL Interview Questions
- Are you a US Citizen or lawful permanent resident?
- Do you have any disabilities?
- Have you ever had back problems?
- Have you sought medical treatment for any condition in the past 12 months?
- Are you taking any medications?

LEGAL Interview Questions
- Are you authorized to work in the United States?
- If not, are you eligible to receive work authorization in the US?
- Can you perform the essential functions of this job, with or without accommodation?

What MUST be blocked (Filtered) from ERAS?
1. Age (Birthdate)
2. Gender
3. National Origin (Birth Place)
4. Citizenship
5. Race
6. Ethnicity
7. Visa Status
8. Marital Status
9. Children
10. Photographs