



Interview Questions: What You Can and Cannot Ask

As you prepare questions for the interview, you may only ask questions about a candidate's ability to perform the job. Unprompted questions about their disability go against the Canadian Human Rights Act prohibiting discrimination in employment.

Types of questions you CANNOT ask:


- ✘ Do you have any disabilities or medical conditions? What are they?
- ✘ How did you become disabled? What is your diagnosis?
- ✘ How often do you miss work for doctor appointments?
- ✘ Will you need to take leave for medical or disability-related reasons?
- ✘ Have you ever filed for worker's compensation?
- ✘ Is there any health reason why you may not be able to perform the duties of the job?
- ✘ What medications do you take?

Types of questions you CAN ask:

- ✔ How would you perform this particular task?
- ✔ Are you able to work full-time hours?
- ✔ Are you able to perform the requirements of this position?
- ✔ Is the lighting suitable for you? Does this desk meet your needs?
- ✔ What education, skills and training do you have that will help you succeed in this position?
- ✔ What certifications/licenses do you have?
- ✔ Can you satisfy the physical requirements of the job?

Exception to the General Rules:

If you know that an applicant has a disability—because it's obvious or because the applicant has volunteered information—and it is reasonable to ask whether the disability might pose difficulties when performing a specific task, you can ask whether the applicant will need "reasonable accommodations" to perform that task.

 **Adapted from:** [Tips for Employers: Language and Disability – David C. Onley Initiative](#) and [Job Interview: Disability Related Questions – University of Wisconsin-Madison](#)