

Interviewing Tips

Know before your interview!



Introduction

The Americans with Disabilities Act (ADA) and Equal Employment Opportunity (EEO) laws are two federal legislations that serve to protect against discrimination or unfair treatment against people with disabilities, including in the workplace. As you prepare for your interviews, consider your rights as a person with a disability.

Interview Questions

Employer CANNOT ask:

- Your disability and its severity (e.g. Do you have a disability?)
- Any questions about your medical history, mental health diagnosis, prescription, treatment, etc.
- Questions about past worker's compensation

Employers CAN ask you:

- For medical documentation to support reasonable accommodation requests or to objectively determine if you can safely perform a job with your condition
- To demonstrate performing the job based on the job's physical demands

Your Rights

You can discuss and advocate for a supportive work environment for yourself.

You can choose to undergo medical examination, if requested by the employer.

What if they ask you questions related to your disability?

- Interviewers can make mistakes and this does not relate to you being hired.

You can...

- Politely decline to answer the question
- Reframe question in relation to your qualifications to address their concerns
- Question the relevance to the job position

If they continue to ask inappropriate or discriminatory questions, you can decline to answer or excuse yourself.