

Interviews: What You Can and Can't Ask an Applicant with a Disability

Applicants with disabilities, like all other applicants, must be able to meet the employer requirements for the job (such as education, training, experience, skills, licenses, etc.) and perform the essential functions of the job.

The following are questions that you can and can't ask during an interview.

You Can Ask:

- Can you perform the job functions of this position?
- How would you perform the job functions?
- What education, skills, and training do you have that will help you succeed in this position?
- Do you require any accommodations to perform the job functions?
- The job requires X. Can you tell me how you would meet this job requirement?
 - Make sure you understand the definition of non-essential tasks, or they may become a barrier to potential employees.
 - Learn more in our [Workplace Accommodation Guide](#).

You Can't Ask:

- Do you have any disabilities or impairments that might affect your ability to do the job?
- Can you do this job/role with your condition/disability?
- Will you need to take leave for medical or disability related reasons?
- Do you suffer from any health-related condition that might prevent you from performing?

- Have you ever filed a worker's compensation claim?
- Have you ever been hospitalized? For what?
- Why do you use a wheelchair?
- How well can you *really* hear?
- Have you ever been treated by a psychologist or psychiatrist? If so, for what?

This resource is adapted from Workology.com and the University of Wisconsin-Madison's [Employee Disability Resources Office](#).