



**Professionals
Australia**
Gender and Diversity

DISCRIMINATORY INTERVIEW QUESTIONS



DISCRIMINATORY INTERVIEW QUESTIONS

What interview questions are interviewers not allowed to ask and what do I do if they ask them anyway?

It is unlawful for employers to discriminate against candidates on the basis of:

- sex, age, race, gender identity or sexuality;
- relationship/marital status;
- pregnancy, breastfeeding, family responsibilities or parental status;
- impairment or disability;
- religious belief or activity;
- political belief or activity;
- trade union activity; or
- status as a legal sex worker.

Asking questions related to marital status, children or pregnancy such as “Are you pregnant or planning to have children?”, “What does your husband/wife do?” or “What are your child care arrangements?” are illegal and/or inappropriate.

If asked, your options are to briefly answer the question if you are comfortable doing so, respond to the intent of the question, ignore the question and change the subject or refuse to answer the question and tell the interviewer that the question doesn’t seem to be legal or relevant to the specific requirements of the job.



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OVERCOMING IMPOSTER SYNDROME

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