

Subject	Lawful Inquiries	Unlawful Inquiries
Name	<p>Whether applicant has used another name (for the purpose of record).</p>	<p>Inquiries about the name lineage, ancestry, national origin, descent, or marital status (i.e., maiden name)</p> <p>Inquiry into previous name of applicant (if not for the purpose record).</p> <p>Mr., Mrs., Miss, or Ms.</p>
Birthplace or Citizenship	<p>“Can you, after employment,</p> <p>Or a statement that such proof may be required after being hired.</p>	<p>Whether applicant, parents, or spouse are naturalized or native-</p> <p>Birthplace of applicant.</p> <p>parents, spouse, or other relatives.</p>

Subject	Lawful Inquiries	Unlawful Inquiries
Address or Duration of Residence	<p>Inquiry into place and length of current and previous address</p>	<p>national origin.</p>
Age	<p>applicant meets the minimum age</p> <p>If a minor, require proof of age</p> <p>After being hired, require proof of age (if age is a legal requirement) or if inquiry serves legitimate record-keeping purpose.</p>	<p>Requirement that applicant state age or date of birth.</p> <p>Requirement that applicant produce proof of age in the form record.</p> <p>Dates of attendance/ completion of elementary/high school/college.</p>
Religion	<p>An applicant may be advised concerning normal hours and days</p> <p>“Apart from absences for</p> <p>After a position is offered, inquiry into the need for reasonable religious accommodation.</p>	<p>parish, pastor, or religious holidays observed.</p> <p>Applicant is told, “This is Atheist, etc. organization.</p> <p>“Do you attend religious</p> <p>Any inquiry to indicate or identify religious customs or holidays observed.</p> <p>Applicant is told that</p> <p>observed by members of their</p>
		<p>Whether an applicant has a preference for heterosexual, homosexual, or bisexual partners/ relationship.</p>

Subject	Lawful Inquiries	Unlawful Inquiries
References	professional and/or character references for applicant.	<p>Require the submission of a religious reference.</p> <p>ancestry, age, marital status, national origin, or sexual orientation.</p>