

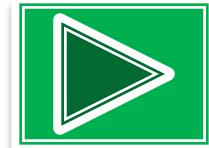


Good Day!

**This is your 30-Second
Business Training:**

***Recruitment & Hiring
Strategies***

ENJOY



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What questions can I ask when interviewing an applicant with a disability?



I can ask about medical treatment, medications, hospitalizations, and workers compensation injuries.



I can ask about an applicant's ability to perform specific job functions and may even ask for a demonstration.



I'm the employer. I can ask anything I want!



Not Quite...

In addition to limitations of other labor laws (e.g., age, pregnancy), the Americans with Disabilities Act limits the type of questions an employer may ask during the pre-employment hiring process to assure qualified candidates are not screened out before their actual ability to perform a job is evaluated.

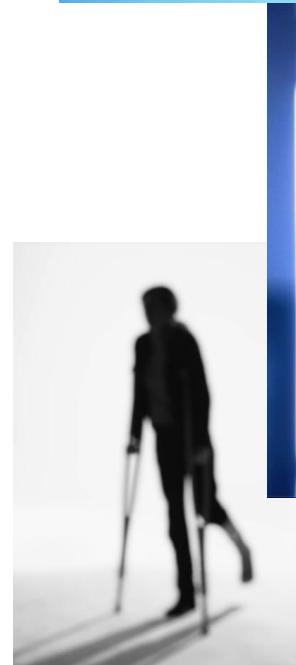


Try Again!



Wrong Choice...

An employer may not make any pre-employment inquiry about a disability or about the nature or severity of a disability. An employer may not ask questions about medical history, medical treatment, hospitalization, mental health issues, prescriptions, treatment for drug addiction or alcoholism, or workers' compensation injuries before a conditional offer of employment has been made.



Try Again!



CORRECT!



During a job interview, an employer may ask questions to determine whether an applicant can perform specific job functions, tasks, or job duties. The questions should focus on the applicant's ability to perform the job, not on a disability. An employer may also ask ALL applicants to describe or demonstrate how they will perform a job, with or without an accommodation. After making a conditional job offer and before an individual starts work, an employer may conduct a medical exam or ask health-related questions of ALL candidates who receive a conditional job offer.

For more information about an employer's responsibilities during the hiring process, check out an EEOC resource by clicking [here](#).

