



QUESTIONS NOT TO ASK POTENTIAL VOLUNTEERS DURING AN INTERVIEW

Anything that relates to race, color, religion, sex, age, national origin, sexual orientation, disability, veteran's status or marital status cannot be asked during the screening and interview process of a potential volunteer. You can only ask questions that are relevant to the POSITION DESCRIPTION.

For example, do not ask:

- ▶ How long ago did you graduate high school (or college)?
- ▶ I notice that you have a limp. Will you have any problems keeping up with active children? Do you require special accommodations such as parking?
- ▶ Are you Chinese or Japanese?
- ▶ Your name is so unusual. Is it Native American?
- ▶ Were you in the service? Was it an honorable discharge?
- ▶ What are your personal views on homosexuality?
- ▶ Does your religious practice prevent you from volunteering on Saturdays or Sundays?
- ▶ You have a great tan. Are you naturally dark skinned?

April 2009

The University of New Hampshire Cooperative Extension is a public institution with a longstanding commitment to equal opportunity for all. It is the policy of UNHCE to abide by all United States and New Hampshire state laws and University System of New Hampshire and University of New Hampshire policies applicable to discrimination and harassment. It does not discriminate on the basis of race, color, religion, sex, national origin, age, veteran's status, gender identity or expression, sexual orientation, marital status, or disability in admission or access to, or treatment or employment in, its programs, services, or activities.