

Job Interviews: Dos and Don'ts With Deaf and Hard-of-Hearing Applicants



"An employer cannot refuse to consider you because you require a reasonable accommodation to compete for or perform a job."

- U.S. Equal Employment Opportunity Commission

Employers May Not Refuse To Hire Based On:

- Slightly Increased Disability Based Risk
- Speculation of Future Disability Based Risk
- Disability Based Generalizations

**"You can ask applicants about their abilities, but not their disabilities."
(DBTAC– Great Lakes ADA Center)**

GENERAL INTERVIEW QUESTIONS

✓ DOs

- What education, skills, and training do you have that will help you succeed in this position?
- What certifications/licenses do you have?
- Can you perform all the required job functions, tasks, and/or duties listed here, with or without accommodation? (Include a detailed list of job functions)
- Can you satisfy the physical requirements of the job? (Have a list attached)
- How would you perform the specific job functions? (If employer asks this, they must ask all applicants)
- What is your work history?
- Why did you leave your last job?
- What are your preferred modes of interpretation for accessibility?

✗ DON'Ts

- Do you have a disability which would interfere with your ability to perform the job?
- How deaf are you?
- How many days were you sick last year?
- Have you ever filed for workers' compensation?
- Have you ever been injured on the job?
- Have you ever been treated for mental health problems?
- What prescription drugs are you currently taking?
- How does your deafness affect your hearing coworkers?
- Will you need to take leave related to your Deafness?
- How did you become Deaf/hard-of-hearing?