



Can They Ask That?

By Althea Lockridge

It is improper for a potential employer to ask for certain personal data from an applicant. On the other hand, some job-seekers make the mistake of *volunteering* unsolicited, pivotal personal information.

Typically, an employer should not ask questions about your age, gender, race, marital status, or children including your title (e.g., Mr., Mrs. or Ms.). However, it is lawful for an employer to ask if you are 18 years of age or older.

An employer should not ask you questions regarding your physical or mental condition not related directly to the functions of the job.

However, it is legally acceptable for an employer to ask whether you can perform the essential functions of the job with or without accommodations.

It is inappropriate for an employer to ask for your maiden name, but it is lawful to ask whether you have "other names."

If you have concerns regarding personal information in your resume, interview or job application form, contact your [state department of civil rights](#) for more information.

https://www.michigan.gov/documents/mdcr/Preemploymentguide62012_388403_7.pdf