

Interview questions might contain overt or subtle references to the applicant's Canadian experience, or other grounds of discrimination prohibited under the *Code*.



In an interview, employers should avoid asking questions or otherwise commenting on the applicant's:

- presence or absence of Canadian experience
- landed immigrant status, permanent residency, naturalization or refugee status
- place of birth
- affiliation with a particular "community" or where the applicant "comes from"
- membership in organizations such as cultural or ethnic associations
- name and/or the applicant's appearance
- name and location of schools attended.

These questions may reveal information about the applicant's Canadian experience, race, ethnicity or other grounds of discrimination under the *Code*.

For exceptions and more detailed information, see the [“Interviewing and making hiring decisions” section of *Human Rights at Work*](#)