

DISABILITY INFORMATION

There are two (2) pre-employment disability related questions that may be asked during the interview. They are:

- 1) Will you need reasonable accommodations to perform the functions of the job?**
- 2) What type of accommodation will be needed?**

The three (3) specific situations where these questions may be asked are:

- (1) The applicant enters the interview and has an obvious disability. Obvious disabilities are considered to be mobility, visual, hearing, speech, amputees. Someone “acting odd” isn’t considered as an obvious disability.
- (2) The applicant voluntarily discloses during the interview that they have a hidden disability.
- (3) The applicant voluntarily discloses the need for an accommodation during the interview.

The three (3) situations listed above are the only instances where the above two (2) questions may be asked. For example, an applicant with no known disability is being interviewed for a job. He has not requested a reasonable accommodation for the application process or for the job. The employer may **not** ask him if he will require a reasonable accommodation to perform this job. If an employer has knowledge of the reasonable accommodation or disability in the pre-offer stage and doesn’t hire the individual, the **EEOC** will consider those questions as evidence during an investigation.