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## Dangerous Interview Questions:

What Will Keep You out of (Or Open You Up To) Litigation

Live Webinar July 11, 2019 • 1:00 PM - 2:30 PM ET

Even seemingly innocent interview questions can cause legal headaches for your company, make sure you know what you can and can't ask.

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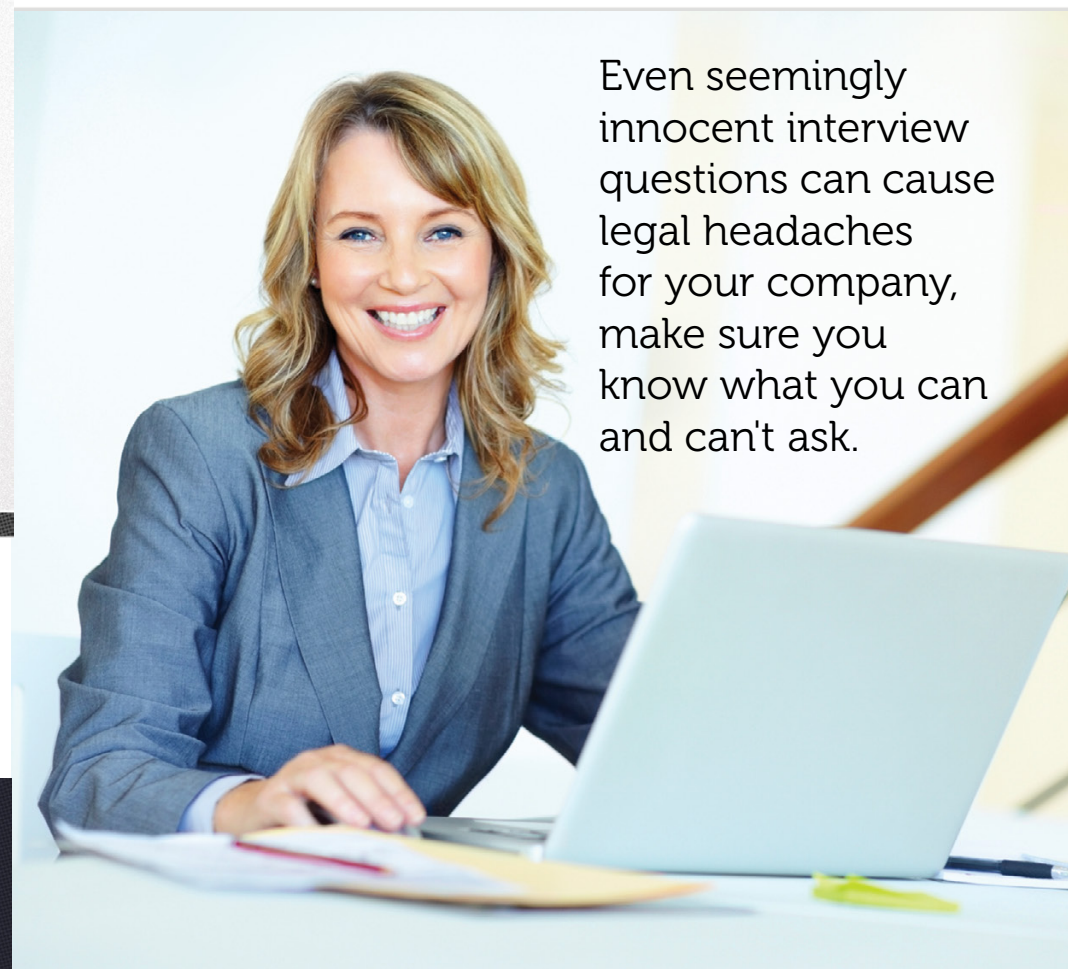
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Interviewing prospective employees is not just an important skill for a company to master to obtain top talent, but it also has to be done in line with applicable legal limits. No matter how much an employer wants to know about a candidate, there are limits as to what a candidate can be legally asked. Employers who fail to ensure that their interview process meets legal requirements run the risk of having to defend costly lawsuits stemming from a perception that a past employment decision was premised upon legally inappropriate areas of inquiry. This information will help you understand the dos and don'ts of employment interviewing with an eye towards providing practical advice to best train your employees in complying with all required legal rules and limitations in the hiring process.

### Learning Objectives

After attending this live webinar, you will be able to:

- explain what questions are legally allowed.
- review appropriate in-house interview programs and procedures.
- recognize legally inappropriate questions.
- identify problems with your staff interviews of prospective employees.

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## Agenda

### Doing Interviews Right

- Why It Is Important?
- Knowing What Is Right and Wrong
- Understanding the Legal Implications of Job Interviews

### Legal Restrictions on Interview Questions

- Anti-Discrimination Laws and Other Statutory Limits on Areas of Inquiry
- Understanding Privacy Rights of Interviewee and How Far You Can Go in Asking Questions
- Proper Questioning as Deterrent Against Future Lawsuits

### Training Your Staff to Avoid Legal Issues

- Proper Training on the Right Questions to Use
- Getting the Message to Staff About the Importance of Proper Questioning

## Faculty

### Ralph R. Smith 3rd, Esq.

- Shareholder and co-chair of the Labor and Employment Department of the law firm of Capehart & Scatchard, P.A.
- Concentrates practice in the areas of labor and employment law, and complex commercial litigation
- Represents companies in all kinds of labor and employment-related litigation in the federal and state courts of New Jersey and Pennsylvania
- Regularly counsels clients on issues of compliance with both federal and state employment laws, including those that impact the area of employee background checks and dealing with arrested employees
- Lectures widely and writes frequently in the field of labor and employment law
- Has lectured at many Lorman Education Services seminars
- Served as an adjunct professor at The Widener University Graduate School of Business, teaching labor and employment law
- Member of the New Jersey Federal Bar Association; the New Jersey State Bar Association; the Historical Society of the U.S. District Court for the District of New Jersey; and the Camden County Bar Association, Labor and Employment Committee
- Former barrister instructor for the Camden County Inns of Court; former board member and legislative chair of the Society of Human Resource Management, Philadelphia Chapter; and a qualified mediator for the New Jersey Superior Court
- J.D. degree, cum laude, Temple University School of Law; B.A. degree, magna cum laude, Temple University
- Can be contacted at 856-914-2079 or [rsmith@capehart.com](mailto:rsmith@capehart.com)

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