

Can't Ask Questions

It is best to avoid the following topics when interviewing a candidate for a gunsmithing position

- Race, color, religion, sex, or national origin- EEOC (Equal Employment Opportunity Commission) guidelines prohibit you from asking questions to the potential gunsmith that may reveal this information
- Marital Status/Spouse/Children
- Age- unless you are concerned about the Fair Labor Standards Act than you can ask for proof that the individual is old enough to work
- Driver's license- able to ask if this is a requirement for the gunsmith position
- Educational Attainment- you can inquire about this if you have a minimum requirement in your job description and it is related to the success of the position
- Credit Affairs and Bankruptcy- credit inquiries have to follow the Fair Credit Reporting Act and Federal Bankruptcy Law prohibits you to discriminate on this basis
- Citizenship- you are able to ask if they are authorized to work in the United States
- English Language Skills- unless it's a requirement for the gunsmith position
- Height and Weight
- Arrest Record
- Union Affiliation
- Military Records/Veteran Status
- Club or Organization Membership Status
- Association with Current Employers