

| Subject | You may not ask | You may ask |
|----------------------------------|--|---|
| Race or colour | About complexion and colour of skin | |
| Religion or creed | About an applicant's religious affiliations or denominations. | |
| National origin | <p>About an applicant's lineage, ancestry, national origin, descent, parentage, or nationality.</p> <p>Nationality of applicant's parents or spouse.</p> <p>What is your first language?</p> | Are you legally able to work in New Zealand? |
| Sex | A pre-employment enquiry as to sex on an application form. | |
| Marital status | <p>Are you married?</p> <p>What are the ages of your children, if any?</p> | Do you have a partner, spouse, or relative working for a competitor? |
| Age | <p>How old are you?</p> <p>What is your date of birth?</p> | |
| Disability | <p>Do you have a disability?</p> <p>Have you ever been treated for any of the following diseases?</p> <p>Has any member of your family ever had any of the following diseases?</p> <p>Have you had an AIDs test?</p> | <p>Do you have any impairments physical or mental which could affect your ability to do the job?</p> <p>Have you had any prior injuries or accidents which could interfere with your ability to perform the job for which you have applied?</p> |
| Address or duration of residence | | <p>Applicant's place of residence.</p> <p>How long are they a resident of this city?</p> |
| Birthplace | <p>Birthplace of the applicant.</p> <p>Birthplace of applicant's parents, spouse, or other close relatives.</p> | |

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| Name | <p>Original name of an applicant whose name has been changed by court order or otherwise.</p> <p>If you have ever worked under another name, state name and dates.</p> | <p>Have you ever worked for this company under a different name?</p> <p>Is any additional information relating to change of name, use of an assumed name, or nickname necessary to enable a check on your work record? If yes, explain.</p> |
| Photograph | <p>An applicant to affix a photograph to employment form at any time before hiring or at their option.</p> | |
| Citizenship | <p>Of what country are you a citizen?</p> <p>Whether an applicant is a naturalised or a native-born citizen; the date when the applicant acquired citizenship.</p> <p>That an applicant produces naturalisation papers or first papers.</p> | <p>Are you legally entitled to work in New Zealand?</p> |
| Language | <p>How the applicant acquired ability to read, write, or speak a foreign language.</p> | <p>Do you speak/read/write any language other than English which could help you in your job?</p> |
| Experience | | <p>About applicant's work experience and enquire into countries applicant has visited.</p> |
| Relatives | <p>Names, addresses, ages, number, or other information concerning applicant's children or other relatives not employed by the company.</p> | <p>What are the names of any relatives or friends already employed by this company?</p> |
| Notice in case of emergency | | <p>Name and address of person to be notified in case of accident or emergency.</p> |

The above are examples of questions that may or may not be asked but is not exhaustive.
NB: It is easy to ask the wrong questions in the 'ice breaking' portion of the interview.