

ICR Survey Research Group
Media, PA 19063

Job #E947
November 1989

Employee Privacy

I'd like to ask you a few questions about your work experience and applying for jobs.

1. Sometimes during the course of a job interview, questions are asked concerning the job applicants' activities off-the-job. During a job interview, have you ever been asked questions about any of the following?
(READ ITEMS STARTING AT RANDOM START)

- 1 Yes
- 2 No
- R Refused

ROTATE

- () Marital Status
- () If you were living with someone of the opposite sex who was not a member of your immediate family
- () Your plans to have children
- () If you have elderly parents
- () Whether or not you smoke off-the-job
- () Your off-the-job hobbies or activities
- () Your religious preference

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2. Let's assume you were looking for a job. Do you feel that a prospective employer has the right to ask any questions about the following topics?
(READ ITEMS STARTING AT RANDOM START)

1 Yes
2 No
R Refused

ROTATE

- () Marital status
- () If you were living with someone of the opposite sex who was not a member of your immediate family
- () Your plans to have children
- () If you have elderly parents
- () Whether or not you smoke off-the-job
- () Your off-the-job hobbies or activities
- () Your religious preference

3. I'm going to read you a list of personal activities which people do off-the-job. After I read you each item, I want you to tell me whether you think it is appropriate to deny someone a job or fire a person because they were involved in that activity.
(START AT RANDOM START)

1 Yes
2 No
3 (VOLUNTEERED) Sometimes
R Refused

ROTATE

- () Dangerous hobbies, such as skydiving
- () Gambling at a racetrack
- () Having an unusual second job such as bellydancing or working in a bar
- () Dating someone of another race
- () Marching in a political demonstration

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4. I am going to read you a list of actions which are sometimes taken regarding employees and prospective employees. After I read you each item, I'd like you to tell me if you think that any employer has a right to take such actions.
(START AT RANDOM START)

- 1 Yes
- 2 No
- 3 (VOLUNTEERED) Sometimes
- R Refused

ROTATE

- () Require an employee or applicant to change his diet for health reasons
- () Require an employee or applicant to quit smoking
- () Require an employee or applicant to stop dating an employee of a rival firm
- () Require an employee or applicant to give up a moonlighting or second job
- () Listen to employees' personal calls without their knowledge
- () Refuse to hire an individual who smokes
- () Refuse to hire an individual who is overweight

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