

在加拿大求职非法的面试问题 回答有技巧 PDF转换可能丢失
图片或格式，建议阅读原文

https://www.100test.com/kao_ti2020/212/2021_2022__E5_9C_A8_E5_8A_A0_E6_8B_BF_E5_c107_212057.htm 面试的问题大都围绕着工作能力，经验，学历，知识水平等和工作直接相关的方面。根据加拿大人权法规定，有些面试问题是非法的。虽然回不回答随你，但回答了未必会对你求职有利。加拿大人权法规定，凡是问及种族，宗教信仰，年龄，性取向，婚姻状况，健康状况，是否公民，有无犯罪记录等都是违法的。因为这些与是否录用该求职者没有直接的关系。雇主如果需要知道和工作相关的信息，要小心用词。比如想知道求职者可否合法工作，只需问是否可以合法在加工作，不需要知道他/她是公民，永久居民，还是持工作签证的人。以下是一些例子：Citizenship非法：“Are you a Canadian citizen?” 合法：“Are you legally entitled to work in Canada?” Marital status非法：“Are you married?” “Do you have children?” 合法：“Are you able to relocate?” “Will you be able to work overtime as required?” Age非法：“How old are you?” 合法：“Are you between the ages of 18 and 64?” Religion非法：“What is your faith?” 合法：“Do you require leaves of absence for religious observances?” Race非法：“What is your ethnic background?” 合法：None. Handicap非法：“Have you had any recent illnesses or surgeries?” “How is your family’s health?” 合法：“Will your condition interfere with performing the essential duties of this job?” Affiliations非法：“What clubs or social groups do you belong to?” 合法：“Do you belong to any professional

associations or groups relating to this job ' s functions? ” Criminal offenses非法： “ Have you ever been arrested? ” 合法： Employers may ask about criminal convictions on specific charges directly related to the job function, such as fraud in the case of a financial accountant. 万一面试人员真的问了以上问题其中一个，你可以拒绝回答。婉转一点的方法是反问面试人员，这个问题和这份工作的招聘标准有何联系？或者把话题引到和工作有关的方面去。 出国留学移民教育考试出国,留学,移民,澳洲,澳大利亚,加拿大,英国,美国,法国,日本,新西兰 面试的问题大都围绕着工作能力，经验，学历，知识水平等和工作直接相关的方面。根据加拿大人权法规定，有些面试问题是非法的。虽然回不回答随你，但回答了未必会对你求职有利。加拿大人权法规定，凡是问及种族，宗教信仰，年龄，性取向，婚姻状况，健康状况，是否公民，有无犯罪记录等都是违法的。因为这些与是否录用该求职者没有直接的关系。雇主如果需要知道和工作相关的信息，要小心用词。比如想知道求职者可否合法工作，只需问是否可以合法在加工作，不需要知道他/她是公民，永久居民，还是持工作签证的人。以下是一些例子：Citizenship非法：“ Are you a Canadian citizen? ” 合法：“ Are you legally entitled to work in Canada? ” Marital status非法：“ Are you married? ” “ Do you have children? ” 合法：“ Are you able to relocate? ” “ Will you be able to work overtime as required? ” Age非法：“ How old are you? ” 合法：“ Are you between the ages of 18 and 64? ” Religion非法：“ What is your faith? ” 合法：“ Do you require leaves of absence for religious observances? ” Race非法：“ What is your ethnic background? ”

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