



Mineral



Question of the Week

December 18, 2024

Question

Can we ask applicants to share their pronouns on our job application?

ANSWER

In general, yes. There are some things to consider.

First, the question should be optional and clearly stated as such on the application.

Second, if you ask for pronouns on the application, screeners and interviewers should use them. Your workplace culture won't come across as authentic or inclusive if the applicant's stated pronouns are disregarded.

Third, ensure that those making hiring recommendations or decisions understand that a candidate's choice to identify or not identify their pronouns, as well as the pronouns they choose, should not figure into the hiring decision. Collecting this information could lead to a discrimination claim if an applicant believed they were excluded because of their gender identity.

This Q&A does not constitute legal advice and does not address state or local law.