

# Include Photo in Resume?

Here's what current expert advice and recruiting practices recommend regarding photos on U.S. resumes -- ChatGPT

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## U.S. stance: Don't include a photo

- Photos are discouraged in U.S. resumes. Most recruiters and career experts advise against it because of risks like **bias**, **legal concerns**, and **ATS incompatibility** ([jobscan.co](https://www.jobscan.co)).
  - For example, Jobscan (May 2025) explicitly states that adding a photo usually **harms hiring chances**—it can feel unprofessional, distract from your qualifications, pose legal risks, and confuse applicant-tracking systems ([jobscan.co](https://www.jobscan.co)).
  - Indeed (Jan 2025) and Resume.io (Jan 2025) echo this advice, noting that U.S. companies typically **filter out** resumes with photos to protect against discrimination ([indeed.com](https://www.indeed.com)).
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## Exceptions—Only include a photo if it's essential

- Relevant only in industries where **appearance is part of the job**—such as acting, modeling, real-estate, or broadcasting ([indeed.com](https://www.indeed.com)).
  - Or if the employer **explicitly asks** for a photo—a rare case in U.S. mainstream roles ([reddit.com](https://www.reddit.com)).
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## Real-world caution

- Ink from a **former Amazon/Comcast recruiter** backs this up: she sharply warns against photos unless you're in a model-or-agent role, citing even bizarre resume pics like someone holding a shotgun. She stresses that such images can create **unconscious bias** ([businessinsider.com](https://www.businessinsider.com)).
  - A University of Chicago/UC Berkeley 2021 study found that **names alone** can influence callback rates—photos introduce even more potential bias ([businessinsider.com](https://www.businessinsider.com)).
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## Global view & non-U.S. norms

- While photos are common or required in many other regions (Europe, parts of Asia or Latin America), the U.S. is still firmly **against** them based on anti-discrimination norms ([jobscan.co](https://www.jobscan.co)).
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## Bottom line for U.S. applicants

Situation	Photo on Resume?
Applying for U.S. roles (non-entertainment)	 Don't include one
Applying for entertainment/modeling/real-estate roles	 Include, if requested
Employer explicitly requests photo	 Include a small, professional headshot

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## Recommended alternatives

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- Keep your resume **photo-free**, emphasizing **skills, experience, and achievements**.
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- If you want to put a face to your name, **link to your LinkedIn** (with a profile photo).
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- Use **business cards** or include a **portfolio link** if visual branding is needed ([indeed.com](https://indeed.com), [businessinsider.com](https://businessinsider.com), [linkedin.com](https://linkedin.com)).
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## Final answer

For the U.S. market in 2025, it remains standard and safest **not to include** a photo on your resume—unless your role truly hinges on how you look or it's explicitly requested. Photos more often do **harm** than help.

Let me know if you'd like tips on resume design, ATS formatting, or country-specific norms!

- [businessinsider.com](https://businessinsider.com)

--- Source: ChatGPT, June 17, 2025