



CULTURAL DIVERSITY SELF-STUDY TEST 2017

Date: _____

Test Score: _____

Instructions: Read each question, and circle your answer. Staff must score 80% or higher to receive credit for this training (8 correct answers).

1. What law protects against firing an employee because he or she needs special accommodation, such as a ramp, to do his or her job?
 - a) Title VII of the Civil Rights Act
 - b) Age Discrimination in Employment Act
 - c) Americans with Disabilities Act
 - d) Rehabilitation Act of 1973
 - e) Equal Pay Act

2. What law protects against paying a woman less money to do the same job as a man?
 - a) Title VII of the Civil Rights Act
 - b) Age Discrimination in Employment Act
 - c) Rehabilitation Act of 1973
 - d) Equal Pay Act
 - e) Americans with Disabilities Act

3. What law protects against not hiring someone for a position because he or she is Hispanic?
 - a) Title VII of the Civil Rights Act
 - b) Age Discrimination in Employment Act
 - c) Americans with Disabilities Act
 - d) Rehabilitation Act of 1973
 - e) Equal Pay Act

4. Harassment can include making derogatory comments about another person's cultural or religious practices.
 - a) True
 - b) False

5. It's illegal to discriminate against someone in any aspect of employment, including:
 - a) Recruitment, hiring, and firing
 - b) Salary and benefits
 - c) Promotions, transfers and layoffs
 - d) Opportunities for training or apprenticeships
 - e) Retirement plans and disability leave policies
 - f) All of the above

6. Which diversity trends are correct?
 - a) Today's American workforce includes nearly one-third who are minorities, nearly one-half who are women, and more than 10 percent who are aged 55 or older.
 - b) Today's American workforce includes nearly one-half who are minorities, nearly one-quarter who are women, and more than 30 percent who are aged 55 or older.
 - c) Today's American workforce includes nearly one-third who are minorities, nearly one-third who are women, and more than 20 percent who are aged 55 or older.
 - d) Today's American workforce includes nearly one-quarter who are minorities, nearly one-tenth who are women, and more than 35 percent who are aged 55 or older.

7. What are some of the ways that we are diverse?
 - a) Race, gender and age
 - b) Physical appearance, religion and education
 - c) Cultural background, sexual orientation and physical abilities
 - d) All of the above

8. Decision making is diminished when there's a diversity of approaches present in the workplace.
 - a) True
 - b) False

9. Moral increases when everyone feels that he or she is welcome and appreciated, regardless of background.
 - a) True
 - b) False

10. What are some of the challenges in being part of a diverse workplace?
 - a) Coordinating different styles of working.
 - b) Learning to communicate across cultural and language differences.
 - c) Developing flexibility and willingness to adapt to change.
 - d) All of the above