

Test Your Knowledge of Equal Employment Opportunity Law

The following questions have been used as "icebreakers" by employers and consultants when training supervisors and managers in EEO legislation. What is your knowledge of EEO laws? Answers are found at the end of this chapter.

1. Two male employees tell a sexually dirty joke. The joke is overheard by a female employee who complains to her supervisor that this is sexual harassment. Is her complaint legitimate?
 Yes No
2. To be covered by Title VII of the Civil Rights Act, an employer must be engaged in interstate commerce and employ twenty-five or more employees.
 True False
3. People addicted to illegal drugs are classified as disabled under the Americans with Disabilities Act of 1990.
 Yes No
4. The Equal Pay Act of 1963 allows employers to pay different wages to men and women who are performing substantially similar work. What are the three defenses for paying a different wage?
 1. _____
 2. _____
 3. _____
5. A person applies with you for a job as a janitor. During the interview, the person mentions that since birth he has sometimes experienced short periods of memory loss. Must you consider this individual a disabled person under the Americans with Disabilities Act of 1990?
 Yes No
6. On Friday afternoon, you tell Nancy Penley, a computer analyst, that she must work overtime the next day. She refuses, saying that Saturday is her regular religious holiday and she can't work. Do you have the legal right to order her to work on Saturday?
 Yes No
7. You have just told an applicant that she will not receive the job for which she applied. She claims that you denied her employment because of her age (she's 52). You claim she is not protected under the age discrimination law. Is your reasoning correct?
 Yes No
8. As an employer, you can select those applicants who are the most qualified in terms of education and experience.
 Yes No
9. As a manager, you have the legal right to mandate dates for pregnancy leaves.
 True False
10. State fair employment practice laws cover smaller employers not covered by federal legislation.
 True False