

Chapter 2: Legal Compliance and Ethical Considerations

Test Bank

Multiple Choice

1. Which legal act prohibits discrimination among those who may have learning disabilities in the employment context?

- A. Title VII
- B. ADA
- C. ADEA
- D. IRCA

Ans: B

Learning Objective: To differentiate between various EEO legislative acts.

Cognitive Domain: Knowledge

Answer Location: The Americans With Disabilities Act

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

2. Which group receives legal protection from discrimination regarding employment opportunities according to Title VII of the Civil Rights Act of 1964?

- A. veterans
- B. transgender
- C. elderly
- D. women

Ans: D

Learning Objective: To understand the legally protected classes according to Title VII of the Civil Rights Act of 1964

Cognitive Domain: Knowledge

Answer Location: Title VII of the Civil Rights Act of 1964

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

3. Shulaman believes he has been refused employment at a company due to his immigrant status. This would be unlawful according to which legal act?

- A. Title VII
- B. ADA
- C. ADEA
- D. IRCA

Ans: D

Learning Objective: To demonstrate knowledge of Immigration Reform and Control Act

Cognitive Domain: Comprehension

Answer Location: The Immigration Reform and Control Act of 1986

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

4. AHANA is an acronym related to which groups protected by Title VII from employment discrimination?

- A. African American, Handicapped, Asian, Native English-speaker
- B. African American, Hispanic, Asian, Native American
- C. Asian, Hearing impaired, African American, Non-married, Autistic
- D. Asthmatic, Hearing impaired, Handicapped, Nondiabetic, Autistic

Ans: B

Learning Objective: To define the term AHANA given to the ethnic groups protected from racial discrimination according to Title VII

Cognitive Domain: Knowledge

Answer Location: Title VII of the Civil Rights Act of 1964

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

5. Title VII relates to prohibitions regarding discrimination against certain individuals in which practices of the organization?

A. recruiting

B. marketing

C. supply chain management

D. public affairs management

Ans: A

Learning Objective: To display understanding of the scope of Title VII

Cognitive Domain: Knowledge

Answer Location: Title VII of the Civil Rights Act of 1964

Difficulty Level: Easy

AACSB Standard: Contexts of organizations in a global society

6. Prohibitions against discrimination in the employment practices of those who serve as contractors to the federal government are outlined in which legislative act?

A. Title VII of the Civil Rights Act of 1964

B. the Americans with Disabilities Act

C. Executive Order 11246

D. Immigration Reform and Control Act

Ans: C

Learning Objective: To display understanding of the Executive Order 11246 and to whom it applies.

Cognitive Domain: Comprehension

Answer Location: Title VII of the Civil Rights Act of 1964

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

7. When majority members or those who are in the numeric majority allege that they have received mistreatment or disadvantages due to their group membership, what is this called?

A. discrimination

B. reverse discrimination

C. unfairness

D. bias

Ans: B

Learning Objective: To display understanding of reverse discrimination

Cognitive Domain: Knowledge

Answer Location: Title VII of the Civil Rights Act of 1964

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

8. Brenda believes she was denied a recent promotion at her company because she is a darker skinned Indian American than the person who received the promotion who is a lighter skinned Indian American. In this case, she should pursue litigation due to violation of which legislative act?

A. Title VII of the Civil Rights Act of 1964

B. The Americans with Disabilities Act

C. Executive Order 11246

D. Immigration Reform and Control Act

Ans: A

Learning Objective: To apply understanding of different classes protected by Title VII

Cognitive Domain: Application

Answer Location: Title VII of the Civil Rights Act of 1964

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

9. *Griggs v. Duke Power* was one of the first cases to introduce what practice to be a new form of discrimination that companies must safeguard themselves from committing?

- A. disparate treatment
- B. adverse impact
- C. reverse discrimination
- D. gender discrimination

Ans: B

Learning Objective: To grasp the historical significance of *Griggs v. Duke Power* for the role of adverse impact in employment practices within organizations

Cognitive Domain: Comprehension

Answer Location: Putting Title VII to the Test Landmark Court Cases

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

10. In *Griggs v. Duke Power*, the practices of the company were deemed by the courts as unlawful because of what specifically?

- A. collusion with management to keep prices of electricity low for White homeowners
- B. explicit policies that stated that no African American should apply for jobs
- C. their dislike for women in leadership positions
- D. use of hiring criteria and tests that were not job-related

Ans: D

Learning Objective: To demonstrate understanding of the legal outcome of *Griggs v. Duke Power*

Cognitive Domain: Comprehension

Answer Location: Putting Title VII to the Test Landmark Court Cases

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

11. In the *New Haven 20*, employees pursued a lawsuit against the fire department because of what occurrence?

- A. the fire department gave more promotions to the White firefighters than Black firefighters
- B. the fire department was paying White firefighters disproportionately higher wages than Black firefighters
- C. the fire department threw out the test results because Black firefighters performed poorly on hiring test
- D. the fire department continued to use discriminatory tests for hiring that favored White firefighters

Ans: C

Learning Objective: To demonstrate understanding of the case of *New Haven 20*

Cognitive Domain: Knowledge

Answer Location: Putting Title VII to the Test Landmark Court Cases

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

12. Which court case led to the instatement of the Civil Rights Act of 1991?

- A. *Wards Cove Packing Company v. Atonio*
- B. *New Haven 20*
- C. *Griggs v. Duke Power*
- D. *Price Waterhouse v. Hopkins*

Ans: A

Learning Objective: To demonstrate knowledge of the events leading up to the Civil Rights Act of 1991

Cognitive Domain: Knowledge

Answer Location: The Civil Rights Act of 1991

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

13. Which legal act provides legal protection against employment discrimination for U.S. citizens working overseas?

- A. Title VII of the Civil Rights Act of 1964
- B. Title VII of the Civil Rights Act of 1991
- C. Executive Order 11246
- D. Immigration Reform and Control Act

Ans: B

Learning Objective: To display knowledge of the scope of the Civil Rights Act of 1991

Cognitive Domain: Knowledge

Answer Location: The Civil Rights Act of 1991

Difficulty Level: Hard

AACSB Standard: Ethical understanding and reasoning

14. Jenny found out that her company denied the new transfer to the branch in the city that is closer to her home when the hiring committee found out she was a heroin user in her adolescence. She has not used narcotic substances for more than 20 years. Her company may be in violation of which legal statute?

- A. Title VII of the Civil Rights Act of 1964
- B. Title VII of the Civil Rights Act of 1991
- C. American Disabilities Act
- D. Immigration Reform and Control Act

Ans: C

Learning Objective: To apply understanding of how the ADA is relevant to multiple groups and situations

Cognitive Domain: Application

Answer Location: The Americans With Disabilities Act

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

15. Walgreens has shifted to use of a number of computer screen types for its employees working on the electronic cash registers, including one in which pictures are provided for those with learning disabilities. This illustrates their efforts to have compliance with which legal act?

- A. Title VII of the Civil Rights Act of 1964
- B. New Haven 20
- C. Title VII of the Civil Rights Act of 1991
- D. American Disabilities Act

Ans: C

Learning Objective: To apply understanding of how the ADA is relevant to multiple groups and situations

Cognitive Domain: Application

Answer Location: The Americans With Disabilities Act

Difficulty Level: Medium

AACSB Standard: Contexts of organizations in a global society

16. A company that denies an employment opportunity to a disabled applicant would be considered discrimination according to the ADA if they are disabled and nonetheless can perform what on the job?

- A. marginal job functions
- B. essential job functions
- C. KSAOs
- D. average job functions

Ans: B

Learning Objective: To demonstrate understanding of ADA and essential job functions.

Cognitive Domain: Comprehension

Answer Location: The Americans With Disabilities Act

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

17. The provision of wheelchair ramps and sign language translators to disabled employees by companies would be an example of what according to ADA?

- A. reasonable accommodations
- B. marginal job functions
- C. employee consideration
- D. adverse impact

Ans: A

Learning Objective: To apply understanding of how the ADA is relevant to multiple groups and situations

Cognitive Domain: Application

Answer Location: The Americans With Disabilities Act

Difficulty Level: Medium

AACSB Standard: Contexts of organizations in a global society

18. Denise was turned down for a job working as a waitress and hostess for the restaurant--roles that require constant communication--because she was deaf and blind. This does not constitute discrimination because she is unable to perform what according to ADA?

- A. marginal job functions
- B. essential job functions
- C. KSAOs
- D. average job functions

Ans: B

Learning Objective: To demonstrate understanding of ADA and essential job functions.

Cognitive Domain: Application

Answer Location: The Americans With Disabilities Act

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

19. The Age Discrimination in Employment Act, or ADEA, provides protection to what individuals?

- A. disabled
- B. older
- C. younger
- D. adolescents

Ans: B

Learning Objective: To demonstrate understanding of ADEA

Cognitive Domain: Knowledge

Answer Location: The Americans With Disabilities Act

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

20. According to ADA, what needs to be provided to disabled employees within the hiring or selection process for them to be able to fairly compete for promotions and jobs given their disabilities?

- A. disability testing
- B. reasonable accommodations
- C. preferential treatment
- D. medical testing

Ans: B

Learning Objective: To demonstrate understanding of ADA implications

Cognitive Domain: Comprehension

Answer Location: The Americans With Disabilities Act

Difficulty Level: Hard

AACSB Standard: Ethical understanding and reasoning

21. The Equal Pay Act prohibits discrimination in compensation for which particular demographic category?

- A. religion
- B. disability

C. race

D. gender

Ans: D

Learning Objective: To demonstrate understanding of Equal Pay Act

Cognitive Domain: Comprehension

Answer Location: The Equal Pay Act

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

22. Although two jobs may have different job titles and job responsibilities, equal pay is required if the company can demonstrate what among the two jobs?

A. similar KSAOs

B. essential job functions

C. comparable worth

D. discrimination

Ans: D

Learning Objective: To display grasp of the concept of comparable worth

Cognitive Domain: Knowledge

Answer Location: The Equal Pay Act

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

23. Which legal statute posits that 180 days is needed to file for discrimination from time the paycheck is given?

A. Equal Pay Act

B. the Lilly Ledbetter Fair Pay Act

C. title VII of the Civil Rights Act of 1991

D. American Disabilities Act

Ans: B

Learning Objective: To differentiate between the intent of The Lilly Ledbetter Fair Pay Act and the Equal Pay Act

Cognitive Domain: Knowledge

Answer Location: The Lilly Ledbetter Fair Pay Act

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

24. The only way to ensure that an organization has a compensation system where jobs are paid around comparable worth is to perform what process regularly?

A. job evaluation

B. recruiting

C. compensation audits

D. workforce assessment

Ans: A

Learning Objective: To display grasp of the concept of comparable worth

Cognitive Domain: Comprehension

Answer Location: The Equal Pay Act

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

25. Which legal statute provides protection to individuals based on their immigration or citizenship status?

A. Title VII

B. ADA

C. ADEA

D. IRCA

Ans: D

Learning Objective: To understand the meaning and acronym of the Immigration Reform and Control Act

Cognitive Domain: Knowledge

Answer Location: The Immigration Reform and Control Act of 1986

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

26. What allows individuals from overseas who do not have U.S. citizenship to work temporarily but legally within the United States?

- A. comparable worth
- B. work visa
- C. license
- D. college degree

Ans: B

Learning Objective: To understand the role of the work visa for the Immigration Reform and Control Act

Cognitive Domain: Knowledge

Answer Location: The Immigration Reform and Control Act of 1986

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

27. What is the name of the agency that regulates organizational compliance to discrimination laws?

- A. Wage and Hour Division
- B. Civil Rights Federal Organization
- C. Bureau of Labor Statistics
- D. Equal Employment Opportunity Commission

Ans: D

Learning Objective: To understand the role of the Equal Employment Opportunity Commission

Cognitive Domain: Knowledge

Answer Location: The Equal Employment Opportunity Commission

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

28. What is one of the activities of the Equal Employment Opportunity Commission?

- A. creating new laws for equal employment opportunity
- B. training and educating employers about wage laws
- C. advertising jobs for minorities
- D. investigating allegations by employees of discrimination

Ans: D

Learning Objective: To understand the role of the Equal Employment Opportunity Commission

Cognitive Domain: Knowledge

Answer Location: The Equal Employment Opportunity Commission

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

29. In the 90s, the EEOC also added the requirement of employer's legal compliance regarding what unlawful practice in the workplace linked to Title VII?

- A. racial discrimination
- B. sexual harassment
- C. religious bias
- D. ethnic harassment

Ans: B

Learning Objective: To understand the scope of the activities of the Equal Employment Opportunity Commission

Cognitive Domain: Knowledge

Answer Location: The Equal Employment Opportunity Commission

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

30. Employees at Company XYZ have to attend yearly sexual harassment training classes at the beginning of each year which is a requirement likely due to which agency?

- A. Wage and Hour Division
- B. Civil Rights Federal Organization
- C. Bureau of Labor Statistics
- D. Equal Employment Opportunity Commission

Ans: D

Learning Objective: To understand the scope of the activities of the Equal Employment Opportunity Commission

Cognitive Domain: Knowledge

Answer Location: The Equal Employment Opportunity Commission

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

31. Affirmative Action programs in organizations are monitored and evaluated by which agency?

- A. Office of Federal Contract Compliance Programs
- B. Civil Rights Federal Organization
- C. Bureau of Labor Statistics
- D. Equal Employment Opportunity Commission

Ans: A

Learning Objective: To understand the scope of the activities of the Equal Employment Opportunity Commission

Cognitive Domain: Knowledge

Answer Location: The Office of Federal Contract Compliance Programs

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

32. Sandy has just been hired and is working in staffing and selection in her organization. For the first time, she is developing a hiring test for selection of accountants. What should she consult for guidance?

- A. Testing and Staffing Guidelines
- B. Wage and Hour Division Procedures
- C. Equal Employment Opportunity Commission Guidelines
- D. Uniform Guidelines on Employee Selection Procedures of 1978

Ans: D

Learning Objective: To demonstrate the value of Uniform Guidelines on Employee Selection Procedures of 1978

Cognitive Domain: Application

Answer Location: Uniform Guidelines on Employee Selection Procedures of 1978

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

33. What is one of the purposes of the Uniform Guidelines on Employee Selection Procedures of 1978?

- A. to give guidance in pay ranges and compensation structures for different jobs
- B. to assist employers in performing job analyses that are legally defensible
- C. to supply details about the selection procedures of many companies
- D. to provide information about how to make a lawsuit against company engaged in hiring discrimination

Ans: B

Learning Objective: To demonstrate the purpose of the Uniform Guidelines on Employee Selection Procedures of 1978

Cognitive Domain: Comprehension

Answer Location: Uniform Guidelines on Employee Selection Procedures of 1978

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

34. What is the name of the problematic use of selection standards that lead to disadvantages to one group and advantages to another group, regardless of prejudicial intent?

- A. adverse impact
- B. disparate treatment
- C. gender bias
- D. reverse discrimination

Ans: A

Learning Objective: To demonstrate the purpose of the Uniform Guidelines on Employee Selection Procedures of 1978

Cognitive Domain: Knowledge

Answer Location: Identifying Adverse Impact and Disparate Treatment

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

35. A restaurant chain requires all chefs to not have beards in order to work in their kitchens. The result has been that many Orthodox Jewish men have been fired and not given job offers because of having beards due to their religion. This is an illustration of what concept?

- A. disparate treatment
- B. preferential treatment
- C. reverse discrimination
- D. adverse impact

Ans: D

Learning Objective: To identify when adverse impact applies to work situations

Cognitive Domain: Application

Answer Location: Identifying Adverse Impact and Disparate Treatment

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

36. Hiring practices that single out certain groups as being ineligible for employment due to some stereotype, or that involve use of different selection tests or criteria for different groups reflect what problem?

- A. disparate treatment
- B. preferential treatment
- C. reverse discrimination
- D. adverse impact

Ans: A

Learning Objective: To detail what is the meaning of disparate treatment

Cognitive Domain: Knowledge

Answer Location: Identifying Adverse Impact and Disparate Treatment

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

37. Sphagetti Unlimited refuses to hire older workers in their IT department because managers think that older workers are incompetent and have poor memories. Thus, interviews with older workers never lead to callbacks or job offers. This instance clearly illustrates what problem?

- A. reverse discrimination
- B. racial bias
- C. disparate treatment
- D. adverse impact

Ans: C

Learning Objective: To apply the concept of disparate treatment to a work scenario

Cognitive Domain: Application

Answer Location: Identifying Adverse Impact and Disparate Treatment

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

38. What is the key difference between adverse impact and disparate treatment?

- A. whether an employer has had lawsuits in the past

- B. whether there is conscious intent to discriminate
- C. whether employees feel mistreated
- D. whether an appeals process is in place for bias claims

Ans: B

Learning Objective: To distinguish between concepts of disparate treatment and adverse impact

Cognitive Domain: Analysis

Answer Location: Identifying Adverse Impact and Disparate Treatment

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

39. What is used to determine whether adverse impact has occurred?

- A. Four-Fifths Rule
- B. evidence of use of stereotyping
- C. different hiring criteria used for groups
- D. eyewitness testimony

Ans: A

Learning Objective: To demonstrate grasp of the concept of adverse impact

Cognitive Domain: Knowledge

Answer Location: Identifying Adverse Impact and Disparate Treatment

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

40. Steve lost a lawsuit against a company who he alleges discriminated against him in not hiring him for a bus driving position because he is 60 years old. He believes the company violated ADEA in denying him employment given he has years of bus driving experience. However, the court has ruled it was not discrimination because the company used age as a what?

- A. selection ratio
- B. BFOQ
- C. adverse impact
- D. good faith effort

Ans: B

Learning Objective: To apply the definition of BFOQ

Cognitive Domain: Application

Answer Location: Identifying Bona Fide Occupational Qualifications

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

41. Essentially, discrimination or selection of a person based on solely group membership under what situation is not considered illegal?

- A. when the employee does not file a complaint with the EEOC
- B. when the EEOC is involved in hiring practices
- C. when the HR department has reviewed hiring processes
- D. when group membership serves as a BFOQ

Ans: D

Learning Objective: To display understanding of a BFOQ and how it is viewed in the court system

Cognitive Domain: Knowledge

Answer Location: Identifying Bona Fide Occupational Qualifications

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

42. At Crabuletta Inc., it was found that 70% of women who apply to the company are hired and 50% men of men who apply to the company are hired. Does adverse impact exist?

- A. Yes, men are discriminated against at this company.
- B. Yes, women are discriminated against at this company.
- C. No, men are not discriminated against at this company.
- D. No, neither men nor women are discriminated against at this company.

Ans: A

Learning Objective: To display understanding of the usage of the 4/5ths rule

Cognitive Domain: Application

Answer Location: The Four-Fifths Rule

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

43. The core assumption of the Four-Fifths Rule rule is that _____.

A. the selection ratio of the majority group has to always be lower than the minority group's selection ratio for adverse impact to exist

B. the selection ratio of the minority group merely being lower than the majority group's selection ratio is not enough for adverse impact to exist--how much lower is important

C. the selection ratio of the majority group being unequal to the minority group's selection ratio is enough evidence for adverse impact to exist

D. the selection ratio of the majority group being equal to the minority group's selection ratio is enough evidence for adverse impact to exist

Ans: B

Learning Objective: To decipher the guiding principle behind why the 4/5th rule exists

Cognitive Domain: Analysis

Answer Location: The Four-Fifths Rule

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

44. What is the name of the concept that reflects the number of hired for a job relative to the number of people who applied?

A. adverse impact

B. hiring yield

C. selection ratio

D. job offers

Ans: C

Learning Objective: To display understanding of the meaning of the selection ratio

Cognitive Domain: Knowledge

Answer Location: The Four-Fifths Rule

Difficulty Level: Easy

AACSB Standard: Contexts of organizations in a global society

45. Fifty percent of disabled people who apply for transfers are given job transfers. Forty-five percent of nondisabled employees who apply for transfers are given job transfers. Is this a case of adverse impact?

A. Yes, the disabled are discriminated against at this company.

B. Yes, the nondisabled are discriminated against at this company.

C. No, both the disabled and the nondisabled are discriminated against at this company.

D. No, neither the disabled nor the nondisabled are discriminated against at this company.

Ans: D

Learning Objective: To display understanding of the usage of the 4/5ths rule

Cognitive Domain: Application

Answer Location: The Four-Fifths Rule

Difficulty Level: Medium

AACSB Standard: Contexts of organizations in a global society

46. Companies can recover from lawsuits regarding adverse impact if they demonstrate to the courts that they have engaged in what?

A. adverse treatment

B. an EEOC investigation

C. a good-faith effort

D. recruitment

Ans: C

Learning Objective: To demonstrate your grasp of a good-faith effort
Cognitive Domain: Comprehension
Answer Location: Identifying Bona Fide Occupational Qualifications
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

True/False

1. Title VII prohibits discrimination only in hiring practices not in training and compensation practices of organizations.

Ans: F

Learning Objective: To display understanding of the scope of Title VII
Cognitive Domain: Knowledge
Answer Location: Title VII of the Civil Rights Act of 1964
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

2. Title VII basically means that minority groups should have preference and the advantage in all organizational decision-making processes such as hiring, promotion, and compensation.

Ans: F

Learning Objective: To display understanding of the scope of Title VII
Cognitive Domain: Comprehension
Answer Location: Title VII of the Civil Rights Act of 1964
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

3. HR managers play an important role in educating supervisors about discrimination laws and preventing the organization from engaging in discriminatory employment practices.

Ans: T

Learning Objective: To examine the vital role HR has in the relationship with management in legal compliance to Title VII
Cognitive Domain: Comprehension
Answer Location: Title VII of the Civil Rights Act of 1964
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

4. A male employee who has evidence that he is receiving lower pay because of his gender can file lawsuit against his company under Title VII of the Civil Rights Act of 1964.

Ans: T

Learning Objective: To display understanding that majority group members have protection under Title VII
Cognitive Domain: Comprehension
Answer Location: Title VII of the Civil Rights Act of 1964
Difficulty Level: Medium
AACSB Standard: Ethical understanding and reasoning

5. *Griggs v. Duke Power* proved that discrimination can occur only when prejudicial intent by managers, executives, supervisors, or decision makers is present.

Ans: F

Learning Objective: To grasp the historical significance of *Griggs v. Duke Power* for the role of adverse impact in employment practices within organizations
Cognitive Domain: Comprehension
Answer Location: Putting Title VII to the Test Landmark Court Cases

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

6. In the *New Haven 20* case, the courts found that the test being used by the fire department was not valid and not job-related.

Ans: F

Learning Objective: To demonstrate understanding of the case of New Haven 20

Cognitive Domain: Knowledge

Answer Location: Putting Title VII to the Test Landmark Court Cases

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

7. The Civil Rights Act of 1991 established that the burden of proof shifts to the company and not the employee once discrimination has been alleged.

Ans: T

Learning Objective: To demonstrate understanding of the Civil Rights Act of 1991

Cognitive Domain: Knowledge

Answer Location: The Civil Rights Act of 1991

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

8. ADA is an acronym that represents the American Discrimination Act.

Ans: F

Learning Objective: To demonstrate understanding of the meaning of the acronym ADA.

Cognitive Domain: Knowledge

Answer Location: The Americans With Disabilities Act

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

9. ADA only applies to those with physical disabilities.

Ans: F

Learning Objective: To demonstrate understanding of the scope of the ADA.

Cognitive Domain: Knowledge

Answer Location: The Americans With Disabilities Act

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

10. According to ADA, it is not discrimination to deny a wheelchair-bound employee a job because of evidence that they cannot perform the essential job functions of a position.

Ans: T

Learning Objective: To demonstrate understanding of ADA and essential job functions.

Cognitive Domain: Comprehension

Answer Location: The Americans With Disabilities Act

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

Essay

1. Describe two important court cases and their implications for organizational practices regarding employment discrimination.

Ans: Either *Griggs v. Power*, *Wards Cove Packing*, or *New Haven 20* can be described. There needs to be discussion of how these cases altered understanding of how discrimination is determined and how laws are interpreted.

Learning Objective: To display knowledge of the historical significance of various EEO cases.

Cognitive Domain: Comprehension

Answer Location: Title VII of the Civil Rights Act of 1964

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

2. Describe at least two important agencies related to equal employment opportunity and detail their major responsibilities and activities.

Ans: Discussion of EEOC or the OFCCP or the Wage and Labor Division is expected. There should be some detailing of at least two activities of each of these agencies.

Learning Objective: To distinguish between the various regulatory agencies related to EEO laws.

Cognitive Domain: Comprehension

Answer Location: The Equal Employment Opportunity Commission | The Office of Federal Contract Compliance Programs

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

3. Describe the differences and similarities between disparate treatment and adverse impact.

Ans: There should be discussion of key difference of existence of prejudicial intent. But other differences in how these are defined should be described as well. There should be discussion of how different processes are used for determining whether these are present. Discussion of differences in remediation should be given additional credit.

Learning Objective: To distinguish between concepts of disparate treatment and adverse impact

Cognitive Domain: Analysis

Answer Location: Identifying Adverse Impact and Disparate Treatment

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

4. Describe the three different types of validity and their purpose as it relates to hiring test development.

Ans: Discussion of construct validity, criterion validity, and content validity.

Learning Objective: To distinguish between different validity forms

Cognitive Domain: Analysis

Answer Location: Uniform Guidelines on Employee Selection Procedures of 1978

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

5. Discuss three different EEO legal statues and how they affect decision-making within organizations.

Ans: Examples vary as there are many EEO laws. Credit should be given for the correct title and demonstration of what are the particular groups that are given legal protections according to those laws.

Learning Objective: To distinguish between different EEO laws

Cognitive Domain: Comprehension

Answer Location: Uniform Guidelines on Employee Selection Procedures of 1978

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning