

Avoiding Workplace Discrimination & Harassment

2019 Test

1. In order to avoid discrimination, I should be:
 - a. Serious
 - b. Emotional
 - c. Consistent
 - d. Objective

2. A supervisor is considering candidates for a position with the City. The position requires the employee to be “on-call” and to respond quickly to off-site, after-hours emergencies. **Which of the following questions would be appropriate to ask the applicants?**
 - a. Is there anything that would interfere with your ability to respond to after-hour emergencies?
 - b. Do you have children?
 - c. Are you married?
 - d. Have you been in a position where you had to respond to after-hours emergencies?
 - e. Both C and D
 - f. Both A and D

3. On Tuesday, John’s supervisor finds him playing Words with Friends (on his cell phone) at his desk. John’s supervisor shakes his head and tells him he needs to get back to work. On Wednesday, Jane’s supervisor (who is also John’s supervisor), finds her playing Words with Friends at her desk. Jane’s supervisor issues Jane a written reprimand for playing games at her desk. **This is ok if:**
 - a. John is Hispanic
 - b. Jane is Hispanic
 - c. Both Jon and Jane are Hispanic
 - d. The supervisor recently lost a Words with Friends game to Jane and won a game against John.
 - e. The supervisor has documentation that Jane has previously been warned about playing games at her desk and Jane violated a clear directive that had been provided to her.

4. **Which of the following could create a hostile work environment based on disability?**
- a. Hoping around the office yelling, “Hey, I’m Peg!!”
 - b. Calling a co-worker with a prosthetic leg “Peg”
 - c. Decorating the office of a co-worker with a prosthetic leg with a pirate theme
 - d. All of the above
5. Female employee tells male employee, “That suit looks really good on you.” Male employee responds by saying, “Thanks. You look smoking hot yourself.” Female employee then sends male employee raunchy text message with a proposition. Male employee complains of sexual harassment. **The male employees’ complaint is:**
- a. Valid, and should be addressed
 - b. Not valid because he was not subject to severe or pervasive conduct.
 - c. Not valid because he harassed the female first.
 - d. Not valid because he welcomed the conduct.
6. (1) Supervisor sees employee having personal problems and offer to share her faith. (2) Supervisor and employee develop a friendship that includes sharing the Bible at work and going to church together on weekends. (3) Employee requests a transfer, but Supervisor denies it because she thinks Employee is better off if they work through their problems together. **Which of these actions is permissible?**
- a. Only 1
 - b. Only 2
 - c. Both 1 and 2
 - d. All of the above (1, 2 and 3)
 - e. None of them
7. City hires a female Administrative Specialist. The Specialists’ boss routinely and daily criticizes her work in an extremely harsh manner. The Specialist reports that she does not like the boss’ comments.
- a. **True or False: Steps need to be taken to address the conduct of the boss.**
 - b. True
 - c. False

8. Becky is an attorney for the City. Becky comes in and says she has developed carpal tunnel and that her doctor has advised her that she cannot type and that she does not know when she will be able to do so again. **Becky's supervisor should:**

- a. Provide Becky with dictation software
- b. Tell Becky to type through the pain
- c. Terminate Becky immediately
- d. Call HR
- e. Tell Becky to take a week off

9. Jonah is an employee in the City's accounting department. Jonah comes to his supervisor and states that he has been diagnosed with "heptaphobia" (fear of the number seven) and that he will no longer be able to use the number seven in the course of his employment. He asks that he be transferred out of accounting into a less number-centric department. **The supervisor should:**

- a. Deny the transfer because he is dealing with the number seven is an essential function of Jonah's position.
- b. Deny the transfer because there is no such thing as "heptaphobia"
- c. Deny the transfer because "heptaphobia" is not a disability
- d. Call HR