

Name: \_\_\_\_\_

## EQUAL OPPORTUNITY LAW AND EMPLOYEE RELATIONS POST-TEST

*The purpose of this assessment is to identify areas of training emphasis. Please circle the correct answer.*

1.	Title VII of the Civil Rights Act protects individuals from discrimination in employment when that discrimination is based on the person's race, color, sex, religion or national origin. In this context, "sex" also refers to sexual orientation.	True	False
2.	Under the ADA, if accommodating an employee with a disability presents a business hardship, the employer is exempt from making the accommodation.	True	False
3.	When state law specifies an employment requirement that is different from federal law, you must always abide by the federal law because federal law supersedes state law.	True	False
4.	In order to receive a disability-related accommodation at WSU, an employee must provide his or her supervisor with medical documentation substantiating the need for an accommodation.	True	False
5.	When an employee claims to be the victim of harassment, it is appropriate to transfer that employee to another department.	True	False
6.	Is this a protected basis under any law or policy applicable to Wayne State University?	Protected	Not Protected
	a. Physical Disability		
	b. Smoking		
	c. Age (Over 40)		
	d. Pregnancy		
	e. Body Piercings or Tattoos		
	f. Sexual Orientation		
	g. Chronic Illness		
	h. Mental Illness		
	i. Height		
	j. Weight		
	k. Gender Identity		
	l. Religion		
	m. Income		
	n. Hair and Eye Color		
	o. Illegal Drug Use		