

Workplace Diversity Self-Check

Question 1

Pregnancy discrimination involves treating a woman (an applicant or employee) unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

- A. **True**
- B. False

Question 2

What is not an example of discrimination?

- A. Pregnancy
- B. Race/Color
- C. Age
- D. **Sporting background**

Question 3

Organizations may be fined heavily for discrimination demonstrated toward minority workers.

- A. **True**
- B. False

Question 4

Religious discrimination involves treating a person (an applicant or employee) unfavorably because of his or her religious beliefs.

- A. **True**
- B. False

Question 5

The EEOC aims to:

- A. **Eliminate discrimination before it ever happens.**
- B. Help find jobs for unemployed.
- C. Practice job placement through international agencies.
- D. Require employers to fire employees after a warning.

Question 6

Which Amendment to the U.S. Constitution states that "no person shall be deprived of life, liberty, or property, without due process of the law"?

- A. First Amendment
- B. **Fifth Amendment**
- C. Tenth Amendment
- D. Thirteenth Amendment

Question 7

What are some benefits of a diverse workforce?

- A. Viewpoints from many different types of people
- B. Access to larger markets

- C. Increased product sales
- D. All of these answers**

Question 8

Which of the following is one of the seven predominant factors that motivate companies large and small to diversify their workplaces?

- A. Economic payback
- B. Resource imperative
- C. Social responsibility
- D. All of these answers**

Question 9

Workplace diversity is not important for an organization to take seriously.

- A. True
- B. False**

Question 10

The greatest asset of most organizations is human capital.

- A. True**
- B. False

Question 11

Advances in technology and the advent of a global economy bring the people of the world closer together than ever before.

- A. True**
- B. False

Question 12

Making diversity a core value is a great step to creating a diverse organization.

- A. True**
- B. False

Question 13

Generally speaking, the term "workforce diversity" refers to policies and practices that seek to include people within a workforce who are considered to be, in some way, different from those in the prevailing constituency.

- A. True**
- B. False

Question 14

To achieve success and maintain a competitive advantage, organizations must be able to draw on the most important resource - the skills of the workforce.

- A. True**
- B. False

Question 15

Recruiting is key to ensuring diversity.

- A. True**

B. False

Question 16

Companies that choose not to retain homogenous workforces will likely find themselves increasingly ineffective in their external interactions and communications.

- A. True
- B. **False**

Question 17

Organizations that do not promote and achieve a diverse workplace will attract and retain quality employees and increase customer loyalty.

- A. True
- B. **False**

Question 18

As a marketing strategy, companies who interact directly with the public are finding increasingly important to have the makeup of their workforces reflect the makeup of their customer base.

- A. **True**
- B. False

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