

Unit iv assessment multiple choice



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UNIT IV ASSESSMENT Chapter 4 within text book Bennett-Alexander, D. D., & Hartman, L. P. (2009). Employment law for business. (6th ed New York, NY: McGraw-Hill-----)(This is the text book)

MULTIPLE CHOICE QUESTIONS:

(1) Ace Incorporated is a government contractor and has a single manufacturing facility located in Newark, Delaware, a small college town. Ace has 65 employees with all of them living within 20 miles of the facility. Of the employees, 64 of them are native Delawareans. Ace must do an availability analysis. Ace must therefore compare the percentage of female and minority employees regarding:

Answer

the workforce percentages available in the entire United States.

the workforce available within a 20 mile radius of Newark, DE.

the workforce available in Delaware and the closest surrounding states.

the workforce available in Newark, DE.

(2) To determine if there is an under representation of women or minorities in its workforce, an employer should look at the difference between:

Answer

the number of women and minorities in the workforce and the number of white males in the workforce.

the availability of women and minorities in the labor pool from which employees are hired and their presence in the workforce.

the number of women and minorities in the workforce and the number of white males in the labor pool from which employees are hired.

of women and minorities in the labor pool from which employees are hired and the number of white males in the workforce.

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(3) Title VII:

Answer

prohibits discrimination and prohibits affirmative action.

prohibits discrimination and requires reverse discrimination.

prohibits discrimination and requires affirmative action.

prohibits discrimination and permits affirmative action.

(4) The Glass Ceiling Commission found that:

Answer

Women make up close to half of the labor force in the United States and held 5% of senior level jobs in corporations.

It is easier for women and minorities to enter at the mid- and senior-level corporate management than to advance from the entry level.

Women and minorities are frequently routed into career paths like customer relations and human resources, which do not lead to top level jobs.

All of the above are correct

(5) Reverse discrimination cases are approximately:

Answer

12 percent of the EEOCs case load and are rarely found to be meritorious.

3 percent of the EEOCs case load and are often found to be meritorious.

3 percent of the EEOCs case load and are rarely found to be meritorious.

12 percent of the EEOCs case load and are often found to be meritorious.

(6) Go Orange Electronics has been manufacturing computers since 1979. It employs approximately 2700 employees. In 1987, the companys EEO Department advised management that 97% of the companys supervisors were White, although the companys workforce was 38% other than White. The company decided to implement a voluntary affirmative action plan

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which would reserve 25% of each supervisory training class for blacks and other minorities until such time as the percentage of minorities that were supervisors was representative of the available minorities in the local labor force.

Answer

This affirmative action plan is illegal because sets a quota for the number of minorities allowed in the class

This affirmative action plan is illegal because it discriminates against white men

This affirmative action plan is legal because it is temporary, doesn't unnecessarily infringe on the rights of white employees, and is designed to eliminate the racial imbalance in supervisory positions.

This affirmative action plan is legal because it only sets aside 25% of the class for minorities.

(7) In *Kane v. Freeman*, the district court reviewed a long standing affirmative action plan for the City of Tampa Police Department and determined that:

Answer

affirmative action is the universal answer to the problem of remedying racial discrimination.

having a diverse police force is not a compelling governmental interest that justifies the use of an affirmative action plan.

an affirmative action plan cannot continue after vestiges of past discrimination have been eliminated.

a police department should not have an affirmative action plan.

(8) In *Regents of the University of California v. Bakke*, the U. S. Supreme

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Court held that:

Answer

affirmative action can be used to further the educational goal of a diverse student body.

only race-neutral affirmative action is permissible under the Constitution.

only race-conscious affirmative action is permissible under the Constitution.

affirmative action in publicly funded schools is unconstitutional.

(9) Title VII allows an employer to develop a voluntary affirmative action program:

Answer

to redress chronic under representation of a group in an industry.

to redress chronic under representation of a group in society.

to redress chronic under representation of a group in that employers workplace.

only if ordered by a federal judge.

(10) Executive Order 11246:

Answer

regulates federal government contractors and lawsuits by private employees.

allows private employees to sue the Secretary of Labor to compel federal contractors to comply with the provisions of the Order.

is administered by the Secretary of Labor and the Office of Special Counsel.

prohibits the use of affirmative action plans.