



MIKE PENCE, *Governor*
JAMAL L. SMITH, *Executive Director*

Employment Law Overview Webinar Worksheet

Directions: Please view the Indiana Civil Rights Commission's Employment Law Webinar at:
<http://www.youtube.com/watch?v=tbLvHSHpxC8&feature=youtu.be>

While watching the video, please complete the following worksheet and submit it to Darren Thomas by e-mail at darthomas@icrc.in.gov or by mail at: 100 North Senate Avenue, Room N103, Indianapolis, Ind. 46024. Once the worksheet is received, you will receive a certificate of completion.

Your Name _____

1.) Indiana is an 'at will state'. What does that mean?

2.) Which of the following is not a protected class under the Indiana Civil Rights Law?

- A.) Color
- B.) Sexual Orientation
- C.) Disability
- D.) Ancestry
- E.) All are protected under the Indiana Civil Rights Law.

3.) Which of the following are exempt from the Indiana Civil Rights Law?

- A.) Religious organizations
- B.) Businesses with less than 10 employees





4.) Posting a position seeking a preference for a female is an example of what?

- A.) Sex discrimination
- B.) Overt discrimination
- C.) Covert discrimination
- D.) Preferential Treatment

5.) The Civil Rights Act protects not only intentional discrimination, but also practices that have the effect of discriminating against individuals because of their membership to a protected class.

- A.) True
- B.) False

6.) Having all employees retrieve carts at a super market would be an example of what?

- A.) Disability discrimination
- B.) Disparate impact
- C.) Equitable treatment
- D.) Bona fide occupational qualification

7.) What is retaliation?

8.) An employer is required to accommodate all employees' religious beliefs.

- A.) True





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9.) What does 'quid pro quo' mean?

10.) Sexually charged text messages sent to a co-worker after work hours cannot be considered sexual harassment since it is outside normal business hours.

- A.) True
- B.) False

11.) How should a pregnant employee be treated?

12.) A white person can face discrimination based on their race.

- A.) True
- B.) False

13.) An individual with a disability under the Act is a person who:

- A.) Has a physical or mental impairment
- B.) Has a record of such an impairment
- C.) Is regarded as having such an impairment
- D.) All of the above

14.) Employers are required to make reasonable accommodations for disabled employees.

- A.) True
- B.) False





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15.) What is an 'undue hardship'?

16.) Drug and alcohol use by an individual is considered a "perceived disability" and therefore protected under the Act.

A.) True

B.) False

17.) The Indiana Civil Rights Law protects both current and future employees from facing discrimination.

A.) True

B.) False

18.) The Indiana Civil Rights Commission protects organizations from unfounded charges by performing neutral investigations.

A.) True

B.) False

19.) What is the toll free number for the Indiana Civil Rights Commission?

A.) 1-800-657-9889

B.) 1-800-628-2909

C.) 1-800-568-8877

20.) What questions do you have?

