

Equal Opportunities Test

MULTIPLE CHOICE TEST FOR ANNUAL TRAINING DIRECTIVE

Please read through each question carefully and answer the question by indicating in the appropriate box.

Question 1.

Yourself and three other colleagues have to take the Company car from Prague to Brno. Which person should drive the car?

- a. Only the male colleagues because men are better drivers than women.
- b. Only female colleagues because females are more careful drivers than men.
- c. Anyone of the colleagues or yourself can drive as long as they hold the correct licence and are in a fit state.

Question 2.

The Company needs a new employee in London, three people turn up for the interview, two of the people are from an ethnic minority and the other is a white female. Who of these potential new employees should be given employment?

- a. The person who is most suitable for the job regardless of their ethnic background?
- b. The white female should get the job (because she's younger than the other two)?
- c. One of the people from the ethnic minority (to avoid any claims of being biased)?

Question 3.

A potential new employee turns up for a job interview. It is illegal to ask this person as to whether they have a disability? True or false?

- a. True
- b. False

Question 4.

Does Dworkin have to gather statistics about the ethnicity of its employees? True or false?

- a. True
- b. False

Question 5.

What is meant by the „Gender Pay Gap“?

- a. The Gender Pay Gap is the difference in the size of bank notes?
- b. The Gender Pay Gap is the difference in average gross hourly wages between men and women across an economy?
- c. The Gender Pay Gap is the length of time it takes for you being paid and physically having the money in your bank account?

Question 6.

Which of the following are NOT one of the protected characteristics?

- a. Age.
- b. Disability.
- c. Hair colour.
- d. Marriage.

Question 7.

What is Positive discrimination?

- a. Being friendlier with certain employees, more than others.
- b. Favours a job candidate from an under-represented group over another candidate.
- c. Selecting someone from a minority group for special privileges.
- d. Discriminating against a person with their permission.

Question 8.

Which of the following would be a potential barrier that could accidentally discriminate against certain employees?

- a. Having fruit as a snack in a business meeting.
- b. Holding an event on a Monday morning.
- c. Using a different office across the corridor.
- d. Arranging a business lunch with alcoholic drinks.

Question 9.

Someone at your work is not allowed a promotion because of their age: what kind of discrimination is this?

- a. Direct discrimination.
- b. Positive discrimination.
- c. Indirect discrimination.
- d. Perceptive discrimination.

Question 10.

Which of the following is NOT an example of workplace bullying?

- a. One-to-one mentoring between manager and team members
- b. Blocking progression or training opportunities
- c. Setting unrealistic targets or deadlines
- d. Making unfounded comments or threats about job security

Question 11.

Which of the following is a risk factor that could lead to workplace bullying?

- a. Poor leadership training for managerial staff.
- b. Clear policies and procedures.
- c. Opportunities for training.
- d. Defined job roles and expectations

Question 12.

It's one of the team's birthday, this person comes from a small country in Africa with a distinct tribal heritage. In order to celebrate his birthday, which of the following is inappropriate?

- a. Sing Happy Birthday to him just as he arrives for work.
- b. Offer your hand and wish him a Happy Birthday.
- c. Look up from your computer monitor for a second to say Good Morning.
- d. Play loudly some fast Bongo drum music, get one of the female team to improvise playing the Bongos and get the rest of the team up in a cleared area dancing in a mock tribal style, all of this whilst the birthday person is trying to explain that they lived in a city, not a tribal mud hut enclosure.