

## Module 6 Activity: Guided Discussion about Discrimination and Harassment

The following questions include content adapted from the Restaurant Ready curriculum, Personal Responsibility Competency, Module B: Rules, Law, and Policy and the website [www.proprofs.com/quiz-school](http://www.proprofs.com/quiz-school).

### Directions:

After the participant views the Module 6 video, the Career Counselor will provide the participant with this Discrimination and Harassment activity to determine if the lesson's objectives were met. The assessment can be completed by the participant while meeting with the Career Counselor, either in person, virtually, or by phone.

### Optional Accommodations:

- A paper copy of this assessment could be provided to the participant, to complete independently and return. After the participant submits their answers, the Career Counselor would follow up to discuss.
- This assessment could be emailed to the participant, to complete independently and return. After the participant submits their answers, the Career Counselor would follow up to discuss.
- The Career Counselor could read aloud each question and each answer choice for the participant, repeating as needed.
- Participants completing the assessment independently could use a voice recording feature on their device, such as the audio feature in texting or on an app like Voice Memos or Messenger, to record their answers before meeting with the Career Counselor.

Name of Participant \_\_\_\_\_ Date completed \_\_\_\_\_

1. You have a right to work in a place which provides \_\_\_\_\_ opportunities for all!
  - a. Some
  - b. Many
  - c. Full-time
  - d. Equal
  
2. You have a right to work in a place where there is no \_\_\_\_\_.
  - a. Discrimination
  - b. Harassment
  - c. Retaliation
  - d. All of the above are true.

3. Harassment may include jokes or comments about race, religion, or disability.
  - a. True
  - b. False
  
4. The law in this country prevents an employer from retaliating against someone who reported harassment in the workplace.
  - a. True
  - b. False
  
5. One single action cannot be considered harassment because to be considered harassment it needs to be several incidents over a period of time.
  - a. True
  - b. False
  
6. You should contact a supervisor if
  - a. You witness discrimination or harassment in the workplace
  - b. You hear about an incident of discrimination or harassment in the workplace
  - c. You are a victim of discrimination or harassment in the workplace
  - d. All of the above are true
  
7. The Immigration and Reform Control Act of 1986 is a federal law that preserves jobs for those who are legally entitled to them.
  - a. True
  - b. False
  
8. The Immigration and Reform Control Act of 1986 requires employers to check each employee's identity and employment status before hiring them.
  - a. True
  - b. False
  
9. Anyone applying for a job in the United States of America should be prepared to provide documents proving their identity and their eligibility to work.
  - a. True
  - b. False

10. The Immigration and Reform Control Act of 1986 makes it illegal to knowingly hire or recruit undocumented immigrants.
- True
  - False
11. Discriminating against someone because they are an individual on the autism spectrum is illegal under which act of legislation?
- Immigration and Reform Control Act
  - Americans with Disabilities Act
  - Family and Medical Leave Act
12. How does the Americans with Disabilities Act define an “individual with a disability”?
- A person with a physical or mental impairment that substantially limits one or more major life activities of that individual
  - A person who has a record of the impairment
  - A person who is regarded as having an impairment
  - Any or all of the above
13. The Americans with Disabilities Act requires that companies create policies and procedures to make sure people with disabilities are treated equally and fairly.
- True
  - False
14. The American with Disabilities Act requires that a reasonable change, adjustment, or assistance be provided to those who request it, including accommodations for effective communication and equal access to products, services, and facilities.
- True
  - False
15. The Family and Medical Leave Act can help employees take care of family and medical responsibilities while still maintaining their job and career.
- True
  - False

16. The Family and Medical Leave Act allows employees to take:
- Paid leave
  - Unpaid leave
17. Paid vacation days, paid personal leave, or paid sick leave you have earned while working for this employer may be used as a payment source for any part of your Family and Medical Leave Act.
- True
  - False
18. When is an employee allowed to file for Family and Medical Leave through their employer?
- Birth and care of a newborn child
  - Placement with the employee of a child through adoption or foster care
  - Care for an immediate family member with a serious health condition
  - When the employee is unable to work because of a serious health condition
  - All of the above
19. Who is considered an “immediate family member” under the Family and Medical Leave Act?
- Aunt, uncle, grandparent, parent, spouse, child
  - Parent, spouse, child
  - Parents only
  - Children only
  - Spouse only
20. Select all that apply:
- I have watched the Module 5 video, Understanding Employer Rules and Policies about Discrimination and Harassment, Part One.
  - I have completed the follow-up activity for Module 5, a discussion with my Career Counselor about Discrimination and Harassment in the workplace.
  - I have watched the Module 6 video, Understanding Employer Rules and Policies about Discrimination and Harassment, Part Two.
  - I have completed this follow-up activity for Module 6, proving what I know about Discrimination and Harassment in the workplace.
  - I still have some questions or concerns and want to speak with my Career Counselor about these topics.