

HR Quiz from Express



Age Discrimination

Test your knowledge regarding age discrimination with these true or false questions. Answers are on the next page. Contact your local Express Personnel Services for more information or assistance with staffing and HR issues.

True/False

1. The Age Discrimination in Employment Act (ADEA) protects individuals age 40 and over from employment-related discrimination.
2. It is okay to post a job advertisement requesting a “young graduate.”
3. Decorating a co-worker’s office with black balloons on his/her birthday could lead to a charge of age discrimination.
4. Telling age-related jokes or making fun of someone’s appearance could be construed as harassment.
5. You can ask for employment dates during the application/interview process.

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Age Discrimination Quiz Answers

1. The Age Discrimination in Employment Act (ADEA) protects individuals age 40 and over from employment-related discrimination.

True: Keep in mind that a few states have enacted stricter laws concerning age discrimination.

2. It is okay to post a job advertisement requesting a “young graduate.”

False: Even though this does not mention a specific age, it does imply you are recruiting someone “young.” However, you can recruit graduates because people graduate at all ages.

3. Decorating a co-worker’s office with black balloons on his/her birthday could lead to a charge of age discrimination.

True: Something as innocent as this could cause hard feelings and result in a charge of discrimination. Just be sensitive to each individual situation.

4. Telling age-related jokes or making fun of someone’s appearance could be construed as harassment.

True: When most people think of harassment, they usually think of sexual harassment. Keep in mind that harassment can be based on any protected characteristic, including age. Make sure you have a policy prohibiting this type of behavior.

5. You can ask for employment dates during the application/interview process.

True: While you do not want to ask anything that could easily indicate age, such as date of high school graduation, it is acceptable to ask specific employment dates when reviewing work history.

Scoring

5: If you got a perfect score, great job! Contact your local Express office to find out how you can receive information to stay current on this topic and other HR issues.

4: You’re on top of your HR game! Your local Express office is always available to help you solve any HR challenges you’re facing. In this litigious world, it’s nice to have someone help you answer the tough HR questions.

2-3: We’d like to help solve your HR issues! Call Express today to find out how we can conduct an HR Audit for you.

0 - 1: Keeping up with everything in the HR world is tough, but Express can enhance your HR team. Check out our HR Hotline, a service that connects you with experts who are ready to answer your questions and help solve your HR challenges. Contact your local Express office today to find out how they can help you.