

HR Tips from Express



Race Discrimination

Test your knowledge regarding race 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.

1. It is illegal to discriminate against an employee because of a connection with a person of another race.
2. Making racial slurs and jokes is considered racial harassment.
3. If an employer intentionally treats employees or applicants of one racial group less favorably than those of another, it is considered disparate impact.
4. Selection decisions based on names, arrest and conviction records, employment and personality tests and credit scores might disparately impact people of a certain race or color.
5. Employers can be liable for racial harassment by supervisors that result in a negative job action against an employee.



Race Discrimination Quiz Answers

1. It is illegal to discriminate against an employee because of a connection with a person of another race.

True: This is considered race discrimination under Title VII.

2. Making racial slurs and jokes is considered racial harassment.

True: This is one form of racial harassment.

3. If an employer intentionally treats employees or applicants of one racial group less favorably than those of another, it is considered disparate impact.

False: If the behavior is intentional, this would be considered disparate "treatment."

4. Selection decisions based on names, arrest and conviction records, employment and personality tests and credit scores might disparately impact people of a certain race or color.

True: If these decisions are not based on business necessity they could create a disparate impact.

5. Employers can be liable for racial harassment by supervisors that result in a negative job action against an employee.

True: If the employer knew of the harassment or if it resulted in a negative job action against an employee or if it was so widespread the employer should have known about it and did nothing to correct the situation, they can be liable.

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 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.