Managing Diversity Toward a Globally Inclusive Workplace 4th edition Barak Test Bank

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Chapter 2: Diversity Legislation in a Global Perspective Test Bank

Multiple Choice

1. A growing number of countries have instituted legislation in the 21st century affecting the workplace. What protections are they trying to provide their citizens?
a. protections against long work hours
b. protections against discrimination and harrasment
c. protections against unfair supervisory practices
d. protections against unionization
Ans: B
Cognitive Domain: Knowledge
Answer Location: Diversity Legislation in a Global Perspective
Difficulty Level: Easy
AACSB Standard: Managing in a global context

2. What is the underlying premise of The United Nations 1948 Universal Declaration of Human Rights?
a. Wider protections of the rights of individuals of diverse backgrounds transcends national context
b. Nations should limit their protections to those appropriate to their dominant culture
c. Discrepancies between laws and common practices need to be documented and rationalized
d. Religious rights and freedoms are the only fundamental rights that should be protected
Ans: A
Cognitive Domain: Knowledge
Answer Location: Diversity Legislation in a Global Perspective
Difficulty Level: Easy
AACSB Standard: Managing in a global context

3. Why is it important that managers understand the social policy practices of countries in which they are doing business.
a. To assure adherence to employment laws and regulations
b. To understand the business context they operate within
c. To understand the underlying value system in the country
d. To assure adherence to local customs and practices
Ans: A
Cognitive Domain: Comprehension
Answer Location: Diversity Legislation in a Global Perspective
Difficulty Level: Medium
AACSB Standard: Managing in a global context

4. To practice in today's global economy, managers need a framework to understand:
a. Gender preferences
b. Legislative and business-related social policies
c. Economic theory
d. International Bill of Human Rights
Ans: B
Cognitive Domain: Comprehension
Answer Location: Diversity Legislation in a Global Perspective
Difficulty Level: Medium
AACSB Standard: Managing in a global context

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5. Where can one find an authoritative representative body that can speak to the value system of the majority of people on earth?
a. The United Nations
b. International Association for Human Rights
c. World Health Organization
d. International Labour Organization
Ans: A
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Easy
AACSB Standard: Managing in a global context

6. What human rights are addressed within the International Bill of Human Rights
a. Economic, social and cultural rights
b. Economic, legal, and national
c. Social, religious and moral
d. Religious, social and ethical
Ans: A
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Easy
AACSB Standard: Managing in a global context

7. The Universal Declaration of Human Rights consists of a preamble and how many articles?
a. 20
b. 30
c. 15
d. 25
Ans: B
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Easy
AACSB Standard: Managing in a global context

8. According to Article 1 of the Universal Declaration of Human Rights, human beings are entitled to certain rights and freedoms that other creatures do not enjoy. What is the basis for this distinction?
a. Human beings are rational and moral
b. Human beings have superior intellect
c. Non human beings have no need for societal rules
d. Non human beings automatically follow the laws of nature
Ans: A
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Easy
AACSB Standard: Managing in a global context

9. In what year did the United Nation's General Assembly adopt the Universal Declaration of Human Rights?
a. 1945
b. 1940
c. 1948
d. 1950
Ans: C
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Easy

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10. Legislation and social policy stem from a value system that is shared by a people and thus represent their collective wish to enforce these values. This is especially true in what type of country?
a. Undeveloped
b. Developing
c. Conservative
d. Democratic
Ans: D
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

11. The Universal Declaration of Human Rights assures every person, as a member of the human society, specific economic, social, and cultural rights. All of the following rights listed in the declaration are most relevant to employment except the following:
a. The right to social security
b. The right to economic prosperity
c. The right to a standard of living adequate for health and well-being
d. The right to rest and leisure
Ans: B
Cognitive Domain: Comprehension
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

12. Although the different articles under the declaration were designed to fit together harmoniously, there is potential tension between the articles that assure freedom of cultural and religious expression and those that assure equality, particularly as they apply to the workplace. Which item below is an example of the potential tension between multiculturalism and human rights.
a. debate over standards of living adequate for health and well-being
b. debate over equal pay for equal work
c. debate over the ban on wearing religious attire in schools and in the workplace
d. debate over personnel laws requiring employment tests
Ans: C
Cognitive Domain: Comprehension
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

13. Turkey is not the only country where hijabs, burkas, and other religious attire were or are prohibited. A number of other countries have generated controversy in bans on wearing head coverings in public places. Why have national and international human rights organizations criticized the practice?
a. They believe religious practices should be done in private not public places
b. They believe it is an archaiac practice which should be ended
c. They believe it is a human rights violation
d. They believe the clothing is too restrictive and prohibits movement
Ans: C
Cognitive Domain: Comprehension
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

14. Based on what principle did Turkey historically ban women from wearing hijabs in schools, workplaces, and other public locations?

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a. The principle of religiosity
b. The principle of state secularism
c. The principle of religious attire
d. The priniciple of domestic tranquility
Ans: B
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights - Box 2.1
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

15. Critics of the laws which restrict the wearing of burkas, hijabs and other religious attire cite numerous arguments as to why the restrictions are harmful to the right of freedom of religion. Which argument below represents the proponents view?
a. The restrictions allow individuals to not be burdened by religious customs in the workplace
b. The restrictions promote a secular society and therefore quarantee equality in the public arena
c. The restrictions are necessary to maintain religious customs
d. The restrictions are necessary to avoid health and safety hazards
Ans: B
Cognitive Domain: Comprehension
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

16. The International Covenant on Economic, Social, and Cultural Rights entered into force on January 3, 1976. As of June 2012, the Covenant had been ratified or acceded to by how many states?
a. 150
b. 70
c. 164
d. 200
Ans: C
Cognitive Domain: Knowledge
Answer Location: Importance and Influence of the Declaration of Human Rights
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

17. The principles of secularism in the public arena (as in Turkey) and of freedom from religion (as in France) are used to justify:
a. A ban on gender discrimination in schools and in the workplace
b. A ban on different languages in schools and in the workplace
c. A ban on prominent religious attire in schools and in the workplace
d. Appropriate religious attire in schools and the workplace
Ans: C
Cognitive Domain: Knowledge
Answer Location: Importance and Influence of the Declaration of Human Rights
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

18. All of the following are conventions relevant to workforce diversity except:
a. The International Convention on the Elimination of All Forms of Racial Discrimination
b. The Convention on the Elimination of All Forms of Discrimination Against Women
c. The International Convention on the Protection of Gender Equity
d. The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
Ans: C
Cognitive Domain: Knowledge

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Answer Location: Importance and Influence of the Declaration of Human Rights
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

19. Saudi Arabia's constitution, provides protection of human rights in accordance with the Islamic Shari'ah. What common protections are explicitly excluded from the Saudi Arabia constitution?
a. Sex
b. Ethnicity
c. Colour
d. Pregnancy
Ans: B
Cognitive Domain: Knowledge
Answer Location: Importance and Influence of the Declaration of Human Rights
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

20. Which country's constitution, adopted by royal decree of King Fahd in March 1992, includes no statement of equality related to gender, race, or ethnicity?
a. Luxemburg
b. Thailand
c. England
d. Saudi Arabia
Ans: D
Cognitive Domain: Knowledge
Answer Location: Importance and Influence of the Declaration of Human Rights
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

21. Often the obstacles for implementation are _____ and long-existing _____ that are discriminatory
a. Non-traditional; theories
b. Superficial; problems
c. Traditional; cultural practices
d. Simple; cultural practices
Ans: C
Cognitive Domain: Knowledge
Answer Location: Implementation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

22. The first important step for many countries is to have antidiscrimination legislation, what else is necessary to make a real difference?
a. The laws must be implemented and enforced
b. The laws must address every type of possible discrimnation
c. The laws must include strong penalties and jail time
d. The laws must be routinely modified to reflect current societal mores
Ans: A
Cognitive Domain: Knowledge
Answer Location: Implementation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

23. In a Committee on Elimination of Discrimination Against Women report, Russia was identified as banning 456 occupations and 38 branches of industry from women. What was the reason the Russian authorities offer for the ban?
a. Women traditionally have not wanted to do that type work

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b. The work needed to be reserved for men who needed the higher income to take care of the family
c. The work was too arduous, dangerous or harmful to women's health
d. All of the above
Ans: C
Cognitive Domain: Knowledge
Answer Location: Implementation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

24. A field experiment conducted in the United States to examine the effects of perceived race and ethnicity on the decision of employers to call job applicants for interviews found that the résumés with the White-sounding names received more callbacks for interviews. By what percent higher did perceived white applicants receive call backs?
a. 20%
b. 50%
c. 15%
d. 60%
Ans: B
Cognitive Domain: Knowledge
Answer Location: Implementation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

25. Belgium has been noted to have adequate legislation with respect to racial and ethnic discrimination, Yet the UN Committee on the Elimination of Racial Discrimination in its March 2002 meeting expressed concern in regards to Belgium. What was the committee concerned about?
a. Expiring legislation leaving many citizens unprotected from harassment
b. Difficult access of ethnic minorities to housing and employment
c. The legislation did not cover protections for sexual orientation
d. There was weak enforcement of existing legislation
Ans: B
Cognitive Domain: Knowledge
Answer Location: Implementation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

26. Most democratic and many nondemocratic countries today ban job discrimination that is related to:
a. age, gender and religion
b. religion, ethnicity and gender
c. gender, race, and ethnicity
d. gender, disability and race
Ans: C
Cognitive Domain: Knowledge
Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

27. A number of countries were assessed and it was found that the most popular forms of antidiscrimination and equal rights legislation included protections of all of the following except:
a. gender or sex
b. ethnicity or country of origin
c. religious beliefs
d. physical features
Ans: D
Cognitive Domain: Knowledge

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Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

28. What percent of countries reviewed by the International Labour Organization (ILO) provided protection for at least one of the most popular forms of antidiscrimination and equal rights legislation?
a. 68%
b. 25%
c. 33%
d. 88%
Ans: D
Cognitive Domain: Knowledge
Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

29. What countries currently provide protections against discrimination based on pregnancy or family status?
a. Australia
b. South Africa
c. United States
d. United Kingdom
Ans: B
Cognitive Domain: Knowledge
Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

30. In 2003, the public University of the State of Rio de Janeiro reserved 40 percent of its admissions for people who declared themselves as “negro” or “pardo”. What type of data did the school use during the admission selection process to help determine if the applicant met the criteria for the racial quota?
a. Requested family birth records dating back to the great- grandparents
b. Requested parental signatures certifying the accuracy of the students statements
c. Requested dna data analysis
d. Requested a picture or conducted an in-person interview
Ans: D
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

31. Some critics of affirmative action theorize that that minority students are actually harmed by policies, like affirmative action, that allow them to attend an elite school for which they may lack adequate academic preparation. This theory is called:
a. Mismatch theory
b. Anti-affirmative action theory
c. Do no harm theory
d. Elitism theory
Ans: A
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

32. The opinion that there is scientific evidence demonstrating differences in capabilities, learning, maturity, and capacity for education in general between Whites and African Americans is referred to as:

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a. Darwin's law
b. Scientific racism
c. Capacity realism
d. Law of superiority
Ans: B
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

33. In the United States, civil rights legislation, from the 1960s and later, outlawed job discrimination on the basis of:
a. Sex
b. Education
c. Marital status
d. Socioecconomic status
Ans: A
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimnation Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

34. What country's relatively recent legislation provides a very broad protection from a wide variety of discrimination characteristics, including "race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth?"
a. South Africa
b. Canada
c. United States
d. Europe
Ans: A
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimnation Legislation - Race—South Africa
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

35. What guidelines did the Basic Law for Gender-Equal Society legislation, introduced April 1, 1999, include?
a. Prohibiting discriminatory advertisements in the hiring process
b. Tips for gender specific interview questions
c. The elimination of gender neutral facilities
d. Capacity building incentives for women
Ans: A
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimnation Legislation - Gender—Japan
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

36. Equal remuneration legislation requires:
a. Equal access to job opportunities
b. Equal working conditions for men and women
c. Work organizations to pay men and women workers equally for the same work or work of similar nature
d. Equal protection of both sexes
Ans: C
Cognitive Domain: Comprehension
Answer Location: Broad-Based Antidiscrimnation Legislation - Equal Remuneration—United States
Difficulty Level: Easy

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37. The Japanese 1986 Equal Employment Opportunity Act revised in 2006 encouraged companies to:
a. Not ask for information about felony conviction in initial application
b. Eliminate existing gender gaps and discrimination in their workforce
c. Increase the pay gap between men and women
d. Not review employee social media accounts as a basis for employment
Ans: B
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation - Gender—Japan
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

38. The Lilly Ledbetter Wage Bill was aimed at:
a. Providing a tax break for returning jobs back to the United States
b. Banning job discrimination based on sexual orientation or gender identity
c. Closing a loophole in the U.S. legislation related to equal pay for equal work
d. Providing jobs for immigrant workers in the United States
Ans: C
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation - Equal Remuneration—United States
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

39. In 2008, the headquarters for the Promotion of Gender Equality had formulated a Program for the Acceleration of Women's Social Participation. The program provides opportunities to assist women with:
a. Equal pay for equal work
b. Finding suitable childcare
c. Achieving work-life balance opportunities and education for women
d. Access to higher education
Ans: C
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation - Gender—Japan
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

40. Much less common in international legislation is protection based on _____.
a. Sexual orientation
b. Age discrimination
c. Race discrimination
d. Religious affiliation
Ans: A
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation - Sexual Orientation - International
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

41. An important evolution of the law now requires that the judge or jury see harassment through the eyes of the:
a. Attorney
b. Reasonable Person
c. Victim
d. Prosecutor
Ans: C
Cognitive Domain: Knowledge

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Answer Location: Broad-Based Antidiscrimination Legislation - Gender Identity – US and International
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

42. The directive on the equal treatment of persons in the labor market, adopted by the EU Council of Ministers on June 7, 2000, and amended October 5, 2002, calls for all EU members to:
a. Implement a gender equity pay scale
b. Set up national bodies and civil remedies to ensure their enforcement
c. Encourage employers to promote more women into leadership positions
d. Establish procedures to combat sexual harrassment
Ans: B
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation - Gender Identity – US and International
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

43. Which of the following are not part of the United States, civil rights legislation?
a. The Civil Rights Act of 1964
b. Equal Pay Act of 1963
c. Transgender Discrimination Act
d. Lilly Ledbetter Fair Pay Act
Ans: C
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

44. While very similar in the areas of employment discrimination and employment equity, the United States and Canada differ on which of the following:
a. provisions to accommodate people with disabilities in employment
b. protections for religious beliefs
c. protections based on gender or sex
d. protections based on race
Ans: A
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

45. In Japan Law No. 107 of June 1995 was hailed as breakthrough legislation for its protection of discrimination against women. However, the law has its weaknesses, what has Japan found to still be the problem with the legislation?
a. The law still allowed unfair protection practices
b. The las was overly restrictive to business causing lost profits
c. The law required only that employers “do their best”
d. The law did not cover part time workers
Ans: C
Cognitive Domain: Comprehension
Answer Location: Broad-Based Antidiscrimination Legislation - Gender—Japan
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

46. The European Union’s fight against discrimination includes taking action on which of the following?
a. Push for diversity training
b. Development of local anti-discrimination policies
c. Support for NGOs and social partners

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d. Annual report on the status of an organizations's workforce composition
Ans: C
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

47. South Africa's antidiscrimination has two interesting elements, the first is that their diversity list is far more inclusive than those of many other nations. What is the second interesting element?
a. It is the newest antidiscrimination legislation among the nations, only being implemented in 2000
b. It only applies to the White Afrikaners which constitue 13% of the population
c. Only "unfair discrimination" is banned
d. It was supported by 90% of the South African population
Ans: C
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation - Race—South Africa
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

48. According to the US Civil Rights Act of 1991, a practice that is seemingly neutral can still be unlawful. Under what circumstances would that be true?
a. If the practice was more than 100 years old
b. If the practice conflicted with laws in the Bill of Rights
c. If the practice was inconsistently followed
d. If the practice had a discriminatory impact
Ans: D
Cognitive Domain: Comprehension
Answer Location: Broad-Based Antidiscrimination Legislation – Equal Renumeration – United States
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

49. Employees who are treated unfairly are more likely to be less _____ and less _____.
a. Motivated; Trustworthy
b. Loyal; accountable
c. Resilient ; Engaged
d. Mission focused ; goal-oriented
Ans: A
Cognitive Domain: Knowledge
Answer Location: Practical Implications
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

50. New developments included in the U.S. Equal Employment Opportunity Commission (EEOC) manual _____ discrimination by an American employer even when the employer is operating abroad?
a. Ignore
b. Condone
c. Prohibit
d. Authorize
Ans: C
Cognitive Domain: Knowledge
Answer Location: Practical Implications
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

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True/False

1. The Universal Declaration of Human Rights is part of the International Bill of Human Rights
Ans: True
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

2. In democratic countries, the laws represent a value system shared by the people.
Ans: True
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

3. Article 2, of The Universal Declaration of Human Rights sets out the basic principle of equality and nondiscrimination with respect to human rights and fundamental freedoms, forbids "distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status."
Ans: True
Cognitive Domain: Knowledge
Answer Location: The International Bill of Human Rights and Employment Rights
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

4. The International Covenant on Economic, Social, and Cultural Rights, which includes the employment-related nondiscrimination articles, entered into force on January 3, 1976 are legally binding on all states regardless of whether the state has accepted them by ratification or accession.
Ans: False
Cognitive Domain: Knowledge
Answer Location: Importance and Influence of the Declaration of Human Rights
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

5. Much more common in international legislation is protection based on sexual orientation.
Ans: False
Cognitive Domain: Knowledge
Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

6. The scope of protections against sexual harassment varies minimally among countries.
Ans: False
Cognitive Domain: Knowledge
Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

7. A growing number of insurance carriers are now offering employment practices liability insurance specific to foreign countries' labor laws.
Ans: True
Cognitive Domain: Knowledge
Answer Location: Diversity-Related Employment Legislation

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Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

8. The legal definitions of sexual harassment and the protections provided under the law are similar from one country to the next.
Ans: False
Cognitive Domain: Knowledge
Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

9. The United States laws extend to protect employees based on political beliefs and membership in organizations.
Ans: False
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

10. According to the Dothard and Rawlinson decision (1977), the prison that turned down a woman because she did not meet the minimum height and weight requirements to become a prison guard was in violation with the law?
Ans: True
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimnation Legislation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

11. The Lily Ledbetter Fair Pay Act, signed by President Barack Obama was aimed at closing a loophole in prior US Legislation.
Ans: True
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

12. Sexual orientation is commonly a protection found in international legislation
Ans: False
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation – Sexual Orientation - International
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

13. Sweden has more legislation against sexual orientation discrimination than any other country.
Ans: True
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation – Table 2.1
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

14. Many countries around the world do not have adequate discrimination legislation.
Ans: True
Cognitive Domain: Knowledge
Answer Location: Broad-Based Antidiscrimination Legislation
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

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15. Sociologist Émile Durkheim, predicted almost a century ago that a society that loses its organic solidarity—an internal compass for what is right and wrong—must turn to the courts for relief.
Ans: True
Cognitive Domain: Knowledge
Answer Location: Practical Implications
Difficulty Level: Easy
AACSB Standard: Contexts of organizations in a global society

Essay

1. Historically, women in Turkey were prohibited from participating in education and doing paid or unpaid work in public places while wearing a hijab, or the traditional religious head covering. How did this affect impacted women?
Ans: Key points possible include: some women could not practice their chosen career while wearing the religious head gear; some could not be present in court matters that personally affected them; some could not receive education services
Cognitive Domain: Comprehension
Answer Location: The International Bill of Human Rights and Employment Rights – Box 2.1
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

2. Antidiscrimination legislation varies country by country. In the past the courts have held that the laws ot the country of origin rather than the host country. What are the implications of this policy for today's global organizations?
Ans: Possible key points include: employers may face jurisdictional issues based on potentially conflicting legislative policies between the host and origin countries; noncompliance with legislation could have costly consequences; corporations often operate in host countries whose cultural framework and legislation are very different from those of the country where the company is headquartered so it is important to know the laws.
Cognitive Domain: Analysis
Answer Location: Practical Application
Difficulty Level: Medium
AACSB Standard: Contexts of organizations in a global society

3. What was the first major anti-discrimination legislation signed by President Obama, and why was it put into law?
Ans: Lilly Ledbetter worked for 19 years at a Goodyear plant in Alabama and sued after she found that she was paid less than her male counterparts. The battle reached the Supreme Court, which ruled against her in a 5-4 decision. The high court's decision was based on the principle that a person must file a claim of discrimination within 180 days of a company's initial decision to pay a worker less than it pays another worker doing the same job. Ledbetter, who discovered this discrimination only after 19 years of working for the company, could not have possibly sued within this time frame. Under the new bill every new discriminatory paycheck would extend the statute of limitations. Legislation was signed by President Obama in 2009.
Cognitive Domain: Knolwedge
Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Easy
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4. A survey conducted by the Committee on Asian Women (CAW) examined the legal provision for protection and prevention of sexual harassment at the workplace among a select number of Asian countries. Describe their findings. Were provisions existent? Were the provisions the same among the selected Asian countries?
Ans: The findings indicate that the legislative situation in Southeast Asia is mixed. Although there are clear legal provisions laid down for the protection and prevention of sexual harassment in places like Hong Kong and South Korea, such provisions are nonexistent in countries like Pakistan. Somewhere between are countries like Malaysia, which has a code of practice rather than legal provisions for employers to establish in-house mechanisms to combat sexual harassment.
Cognitive Domain: Knowledge
Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Medium
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5. What are the two philosophical principles of the Universal Declaration of Human Rights?
Ans: Ans: (a) the right to liberty and equality is the birthright of every human being and cannot be alienated; (b) human beings, as distinguished from other creatures, are rational and moral and therefore entitled to certain rights and freedoms.
Cognitive Domain: Knowledge
Answer Location: Summary and Conclusion
Difficulty Level: Easy
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6. The Universal Declaration of Human Rights has not been formally accepted by all governments around the world. What case can be made that the declaration is truly universal in scope? Has it achieved its goal of protection of antidiscrimination around the globe? Support your points.
Ans: Key points possibly included: The Universal Declaration is particularly relevant to the study of employment rights from a global perspective because no one country can serve as a model for other countries; the precedent set by Filartiga v. Pena-Irala (1980)3 indicates that they are currently recognized as law of nations, a term that indicates an acceptance of international standards for judging human rights abuses, even in those states that have not accepted the covenants by ratification or accession;
Cognitive Domain: Analysis
Answer Location: Importance and Influence of the Declaration of Human Rights
Difficulty Level: Medium
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7. Diversity related employment legislation varies widely country by country. While many countries provide protection on the most common discrimination basis (gender, race, sex, religion, etc), which protections should be considered ‘must have’ by all nations? Support your points of what should be included.
Ans: There is no standard answer. The response is based on whether the student is able to make a solid supported case based on facts presented in the chapter to substantiate his opinion.
Cognitive Domain: Analysis
Answer Location: Diversity-Related Employment Legislation
Difficulty Level: Medium
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