



ST. CLAIR COUNTY COMMUNITY MENTAL HEALTH

# CULTURAL DIVERSITY SELF-STUDY TEST 2019

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Test Score: \_\_\_\_\_

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**Instructions:** Read each question, and circle your answer. Staff must score 80% or higher to receive credit for this training (8 correct answers).

1. Title VII of the Civil Rights Act defines race.
  - a) True
  - b) False
  
2. Race-based discrimination is based strictly on skin pigmentation, facial features, and hair texture.
  - a) True
  - b) False
  
3. The Americans with Disabilities Act (ADA) protects workers with:
  - a) Mental Illness
  - b) Physical mobility problems
  - c) Persons of very short or very tall height
  - d) B & C
  - e) A, B & C
  
4. Communication diversity is only an issue with persons who speak English as a second language.
  - a) True
  - b) False
  
5. Employers are required to comply with Federal and state regulations, but do not have to comply with local regulations.
  - a) True
  - b) False

6. Which of these is not one of the five general suggestions for how you can help a person with disabilities?
  - a) Always treat people with disabilities as equals
  - b) Help before the persons asks for help
  - c) Never assume someone does or does not have a disability
  - d) Do not stare
  - e) Respect and understand confidentiality
  
7. Sherrie is a new team member who is hearing impaired. Joy, a fellow team member is fluent in sign language and interprets for Sherrie. When you are speaking to Sherrie you should:
  - a) Look at Joy
  - b) Look at Sherrie
  - c) Look back and forth between the two of them
  
8. All people with learning disabilities prefer written instructions.
  - a) True
  - b) False
  
9. Gender identity is not the same as sexual orientation.
  - a) True
  - b) False
  
10. Which law does not apply to discrimination?
  - a) Affordable Care Act
  - b) Age Discrimination in Employment Act
  - c) Americans with Disabilities Act
  - d) Rehabilitation Act of 1973
  - e) Title VII of the Civil Rights Act