

## PRE-TEST

### EEOC PREEMPLOYMENT INQUIRIES

1. Your office, in downtown Chicago, has three partners, two associates, a receptionist, three secretaries and a messenger. Which of the following apply to your office:
  - a. The Americans with Disability Act
  - b. Title VII of the Civil Rights Act of 1964
  - c. The Illinois Human Rights Law
  - d. The Chicago Human Rights Ordinance
  
2. You test applicants for grammar skills. 80% of white applicants pass the test and 50% of minority applicants pass the test. To protect yourself against a claim of discrimination against minorities you decide to score each group separately and hire the top ten candidates from each group. Which legal problem is present:
  - a. Disparate Impact
  - b. Race Norming
  - c. Disparate Treatment
  - d. No legal problem.
  
3. The best person to develop a job description is:
  - a. An individual who currently has the job
  - b. The office administrator
  - c. The managing partner
  - d. An outside expert.
  
4. For EEO purposes, the best way to seek candidates for open positions is to:
  - a. Seek referrals from current employees
  - b. Advertise in Law Bulletin
  - c. Use an agency and not to delve deeply into where they got the candidates
  - d. Use a variety of sources.