



# EQUAL EMPLOYMENT OVERVIEW WEBINAR WORKSHEET

State Form 57077 (2-21)  
INDIANA CIVIL RIGHTS COMMISSION



### INSTRUCTIONS:

View the Indiana Civil Rights Commission's Equal Employment Webinar at: <http://www.youtube.com/watch?v=tbLvSHpxC8&feature=youtu.be>  
Complete this worksheet while viewing the webinar and submit the completed worksheet to the ICRC by e-mail to [Compliance@icrc.in.gov](mailto:Compliance@icrc.in.gov), or by mail to: Indiana Civil Rights Commission, 100 North Senate Ave. Room N300, Indianapolis, IN 46204.  
Include the **case name and the docket number** or your training completion may not be recorded.  
After the ICRC receives and reviews your worksheet, you will be issued a certificate of completion.

Your name	
Case name	Docket number

1. Indiana is an 'at will state'. What does that mean?
2. Which of the following is not a protected class under the Indiana Civil Rights Law? <input type="checkbox"/> A. Color <input type="checkbox"/> B. Marital Status <input type="checkbox"/> C. Disability <input type="checkbox"/> D. Ancestry <input type="checkbox"/> E. All are protected under the Indiana Civil Rights Law.
3. Which of the following are exempt from the Indiana Civil Rights Law? <input type="checkbox"/> A. Businesses with less than six (6) employees <input type="checkbox"/> B. Businesses with less than ten (10) employees <input type="checkbox"/> C. Businesses with more than ten (10) employees
4. Posting a position seeking a preference for a female is an example of what? <input type="checkbox"/> A. Racial discrimination <input type="checkbox"/> B. Overt discrimination <input type="checkbox"/> C. Religious discrimination <input type="checkbox"/> D. Preferential treatment
5. The Civil Rights Act protects not only intentional discrimination, but also practices that have the effect of discriminating against individuals because of their membership to a protected class. <input type="checkbox"/> A. True <input type="checkbox"/> B. False
6. Discrimination against an individual because of their birthplace is called what? <input type="checkbox"/> A. Disability discrimination <input type="checkbox"/> B. Disparate impact <input type="checkbox"/> C. Equitable treatment <input type="checkbox"/> D. National origin discrimination
7. What is retaliation?
8. An employer may be required to accommodate an employee's religious beliefs. <input type="checkbox"/> A. True <input type="checkbox"/> B. False
9. What does "quid pro quo" mean?
10. Sexually charged text messages sent to a co-worker can be considered sexual harassment. <input type="checkbox"/> A. True <input type="checkbox"/> B. False
11. Under what protected class(es) could a pregnant individual file a discrimination claim?
12. A Caucasian person can face discrimination based on their race. <input type="checkbox"/> A. True <input type="checkbox"/> B. False
13. An individual with a disability under the Act is a person who: <input type="checkbox"/> A. Has a physical or mental impairment <input type="checkbox"/> B. Has a record of such an impairment <input type="checkbox"/> C. Is regarded as having such an impairment <input type="checkbox"/> D. All of the above
14. Employers may be required to provide accommodations and modifications for disabled employees. <input type="checkbox"/> A. True <input type="checkbox"/> B. False
15. What is an "undue hardship"?
16. Illegal drug and alcohol use by individuals at their place of work is not protected under the Act. <input type="checkbox"/> A. True <input type="checkbox"/> B. False
17. The Indiana Civil Rights Law protects employees from unlawful discrimination. <input type="checkbox"/> A. True <input type="checkbox"/> B. False
18. The Indiana Civil Rights Commission conducts neutral investigations into charges of discrimination. <input type="checkbox"/> A. True <input type="checkbox"/> B. False
19. What is the toll-free number for the Indiana Civil Rights Commission? <input type="checkbox"/> A. 1-800-657-9889 <input type="checkbox"/> B. 1-800-628-2909 <input type="checkbox"/> C. 1-800-568-8877
20. What questions do you have?