



MIKE PENCE, *Governor*
JAMAL L. SMITH, *Executive Director*

General Agency Overview Webinar Worksheet

Directions: Please view the Indiana Civil Rights Commission's General Agency Overview Webinar at:
<https://www.youtube.com/watch?v=wI6cGKG9fIY>

While watching the video, please complete the following worksheet and submit it to Darren Thomas by e-mail at darthomas@icrc.in.gov or by mail at: 100 North Senate Avenue, Room N103, Indianapolis, Ind. 46024. Once the worksheet is received, you will receive a certificate of completion.

Your Name _____

1.) What year was disability added as a protected class under the Indiana Civil Rights Law?

2.) Was this before the Americans with Disabilities Act?

A.) Yes

B.) No

3.) All residents and visitors to the State of Indiana are protected under the Indiana Civil Rights Law – including white males.

A.) True

B.) False

4.) Which of the following is NOT a protected class under the Indiana Civil Rights Law?

A.) Race

B.) Disability

C.) Sex

D.) Sexual Orientation

E.) Religion





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5.) Although laws are there to protect you, the Indiana Civil Rights Law does not cover union rights.

A.) True

B.) False

6.) Excessive police force is covered under the Indiana Civil Rights Law.

A.) True

B.) False

7.) What are the five areas of enforcement under the Indiana Civil Rights Law?

8.) Examples of places considered “public accommodations” under the Indiana Civil Rights Law include each of the following EXCEPT:

A.) Hotels

B.) Jails

C.) Restaurants

D.) Theatres

9.) All complaints, except for housing complaints, must be filed within 180 days from the date of the last alleged incident.

A.) True

B.) False





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10.) An investigator is responsible for gathering witness testimony from both the Complainant and Respondent and their witnesses.

- A.) True
- B.) False

11.) The goal for the ICRC is to complete an investigation in no more than:

- A.) 90 days
- B.) 180 days
- C.) 1 year
- D.) 2 years

12.) What does “probable cause” mean?

13.) Employers are required to make reasonable accommodations for disabled employees.

- A.) True
- B.) False

14.) The Indiana Civil Rights Law protects both current and future employees from facing discrimination.

- A.) True
- B.) False





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15.) The Indiana Civil Rights Commission protects organizations from unfounded charges by performing neutral investigations.

A.) True

B.) False

What questions do you have?

