



ST. CLAIR COUNTY COMMUNITY MENTAL HEALTH AUTHORITY
CULTURAL DIVERSITY
SELF-STUDY TEST - 2022

Instructions: Read each question and write the letter of the correct choice on the Attestation & Answer sheet. A score of 80% or higher is required 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