

## Employment Law Test 1,. All Questions and answers. 22/23

Which of the following is a protected class characteristic?

- a) Religion
- b) Height
- c) Intelligence
- d) Management Status
- e) All of the above - ✓✓a) Religion

In disparate treatment cases

- a) the focus is on providing the employer's discriminatory intent
- b) the focus is on showing the discriminatory effects of the employers actions
- c) the focus is on showing that unfair treatment occurred
- d) the focus is on showing that the employer holds racist or sexist views
- e) The focus is on showing that the employer was trying to get back at the employee for something the employee did - ✓✓a) The focus is on providing the employer's discriminatory intent

Which of the following must be shown in order to establish a prima facie case of retaliation?

- a) that the employee was replaced by someone with differing protected class characteristics
- b) that the employee lost an employment opportunity shortly after engaging in protected activity
- c) that the employer's action was based on the employee's race, sex, or other protected class characteristic
- d) that the employer's action was based on a disagreement with a superior and that the firing was unrelated to quality of the employee's job performance
- e) all of the above - ✓✓b) that the employee lost an employment opportunity shortly after engaging in protected activity

# Employment Law Exam Questions

**David A. Cabrelli**



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