



## EEO Race Quiz

### Part 1: True or False?

Decide if each of the statements below is true or false.

- |  |             |              |
|--|-------------|--------------|
| 1. Racial discrimination can only take place from the majority race to the minority race.                  | <b>True</b> | <b>False</b> |
| 2. Racial discrimination affects the target, bystanders, and the organization.                             | <b>True</b> | <b>False</b> |
| 3. An outcome of racial discrimination can be negative physical health for both the target and bystanders. | <b>True</b> | <b>False</b> |
| 4. Racial discrimination only occurs from a supervisor to a subordinate.                                   | <b>True</b> | <b>False</b> |
| 5. Someone being discriminated against for being too light-skinned is a form of racial discrimination.     | <b>True</b> | <b>False</b> |
| 6. Everyone in the organization is responsible for creating a discrimination-free workplace.               | <b>True</b> | <b>False</b> |

### Part 2: Behavior Scenarios

For each of the scenarios below, decide if the event would be considered racial discrimination or another form of harassing behavior.

1. A White woman applies for a team position. The hiring manager, another White woman, denies her application because there are already enough White people on the team.

**Race Discrimination**

**Other harassment**

2. A Hispanic man makes snide comments about a Hispanic woman's skin tone, saying she is too light to appreciate her culture fully.

**Race Discrimination**

**Other harassment**

3. A male employee runs into a female coworker at the gym. The woman comments about the man's shorts showing off the right amount of leg.

**Race Discrimination**

**Other harassment**

4. During a meeting, an Asian employee makes a mistake in calculating expected revenue. His supervisor comments, "I thought Asians were supposed to be good at math." The employee laughs and replies, "I know, my mom would be disappointed!"

**Race Discrimination**

**Other harassment**

5. A Black supervisor is seen yelling at her subordinates for missing deadlines. Bystanders comment that she's angry because it must be 'that time of the month.'

**Race Discrimination**

**Other harassment**





## Answer Key

### Answers to True or False

1. **False.** Any member of any race can discriminate against another from a different race.
2. **True.**
3. **True.**
4. **False.** Discrimination of any kind can also be between peers or from subordinate to supervisor.
5. **False.** Discrimination based on complexion is color discrimination.
6. **True.**

### Answers to Scenarios

1. Race Discrimination
  - The applicant's credentials were not considered for the decision, only her race.
2. Other harassment
  - This is color discrimination, as the man commented on the lightness of the woman's skin.
3. Other harassment
  - This behavior is sexual harassment, according to DoDI 1020.04.
4. Race Discrimination
  - The supervisor called the employee's race out specifically and made degrading comments about it. It is still discrimination even if the target laughs or continues the joke.
5. Other harassment
  - This is sex discrimination, as the comments were pointed toward the fact that she is a woman.