

13 WORKERS WITH DISABILITIES

QUIZ 1 (11 POINTS TOTAL)

True/False (3 points)

1. All 50 states have adopted building codes or legislation requiring barrier-free design, but removal of barriers has not been as widely addressed.
 - a. true
 - b. false
2. Employing disabled workers may raise a company's workers' compensation premiums.
 - a. true
 - b. false
3. A veteran with nonservice-connected disabilities is not considered a special disabled veteran.
 - a. true
 - b. false

Multiple Choice (3 points)

4. Which of the following is not one of the three events of the 1940s that stimulated hire-the-disabled programs?
 - a. Disabled individuals were hired to replace those who joined the military.
 - b. President Roosevelt's disability made people more conscious of disabled Americans.
 - c. Companies tried to help disabled veterans to become employable.
 - d. A Department of Labor study debunked the myths about the problems with disabled workers.
5. Which war had the highest proportion of disabled service personnel of any war in U.S. history?
 - a. Civil War
 - b. World War I
 - c. World War II
 - d. Vietnam War
6. How wide should doors be to be accessible for wheelchairs?
 - a. 32 inches
 - b. 36 inches
 - c. 40 inches
 - d. 44 inches

Short Answer (3 points)

7. To whom does the Rehabilitation Act apply?

8. What has been a principal factor preventing disabled persons from seeking jobs with some organizations?

9. How much space should be reserved for automobiles driven by disabled personnel and visitors?

Short Essay (2 points)

10. Basically, what kinds of reasonable accommodations does Title I of the ADA require of employers?

11. How does the ADA describe a disabled veteran?

QUIZ 2 (11 POINTS TOTAL)

True/False (3 points)

1. The law requires employers to provide reasonable accommodation to modify the work environment or the job for disabled workers when necessary.
 - a. true
 - b. false
2. Pre-employment medical examinations are allowable under the ADA.
 - a. true
 - b. false
3. Not every disabled person is covered by the ADA.
 - a. true
 - b. false

Multiple Choice (2 points)

4. Which of the following are not defined as impairments under the ADA?
 - a. homosexuality
 - b. illegal drug use
 - c. kleptomania
 - d. all of the above

5. Many workers with disabilities are particularly vulnerable to which of the following?
 - a. temperature extremes
 - b. tobacco smoke
 - c. overexertion
 - d. all of the above

Short Answer (4 points)

6. What was the first major civil rights law protecting the rights of persons with disabilities?

7. As defined by the ADA, who are the three types of disabled persons seeking employment?

8. What four factors should an employer consider in making a job appraisal?

9. What are four examples of health hazards?

