

Assessment Blueprint – Anti-discrimination for People Managers (US edition)

Status: Final

Date: 15th October 2020

Approved by: Questionmark

General information

Purpose of assessment	A diagnostic assessment to measure people managers' knowledge and understanding of Federal Law on anti-discrimination in employment in the United States
Target audience	Intermediate-level managers and supervisors of organizations operating in the United States – employees who oversee other team members and make employment decisions.
Limitations	<ul style="list-style-type: none"> - The test only provides a limited coverage of the subject, enough to identify critical problems - Applies to a limited geographic area - The results cannot be used as an only source of information about the candidate's knowledge
What does it mean to achieve a high score?	The participant has demonstrated a minimum level of understanding of anti-discrimination law.

What does it mean to achieve a low score?	There may be critical gaps in the participant's understanding of anti-discrimination law and may require additional training.
Language	The test is presented in US English.
Blooms taxonomy cognitive level	30% Understanding and 70% Applying
Format	Online test presented in Questionmark software, automatically scored
Accessibility	The test uses an accessible design.
Time limit	30 min
Number of questions	15 items
Scoring	One point per question. No negative scoring
Question types to be used	<ul style="list-style-type: none"> - Multiple choice - Hotspot - Matching - Pull-down list
Feedback	<p>Participant to be given at end of test:</p> <ul style="list-style-type: none"> - Overall score - Question level feedback for wrong answers, giving the correct answer(s) and explanation(s) <p>Since the score on each topic is based on a relatively small number of questions, it is advisable that the results of this test should not be the only source of information to evaluate the test taker's knowledge of anti-discrimination legislation.</p>

Topic Coverage	<p>Aspects of management:</p> <ul style="list-style-type: none"> ○ Posting Job descriptions ○ Candidate screening ○ The interviewing process ○ Hiring decisions ○ Promotion decisions ○ Dismissal ○ Managing workloads/shifts <p>Legal elements:</p> <ul style="list-style-type: none"> ○ Age ○ Disability (incl. Mental health) ○ Genetic information ○ Harassment ○ National origin ○ Pregnancy ○ Race/color ○ Religion ○ Retaliation ○ Gender, Gender reassignment and Sexual orientation ○ Sexual Harassment
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