# Chapter 12

Title: 12-01Cpp.202

1. Ellen, the director of human resources for a home improvement store, needs to hire someone to work at the paint counter. The new employee will need to learn the different types of paint sold by the store, lift the gallons of paint, and operate the software and machinery that mixes various colors. She has been swamped with applications. There’s no way she could possibly read through each and every line—listing employment history, skills, and education—on each form.

With this in mind, she devised a system to reduce the amount of time it takes to pick out those she believes most likely to be qualified for the job.

The first thing Ellen looks at on each form is the applicant’s name. If it sounds like a male name—Michael or Jerome, for example—she puts it in a folder labeled “To Be Reviewed.” If the applicant’s name is conventionally female—like Jennifer or LaSondra—she simply deletes it.

She believes that while women may be good at running cash registers or the customer service desk, they don’t know much about paint and hardware. Too, women might not be up to lugging around gallons of paint all day.

Which of the following statements best describes what is occurring?

a. Ellen is prejudiced against women, but not men

\*b. Ellen holds sexist attitudes and is engaging in discriminatory hiring practices

c. The women applicants are experiencing institutionalized sexism

d. Ellen is engaging in ethnocentrism

Title: 12-02Cpp.216

2. Which of the following statements best describes the idea behind “pay equity”?

a. Quota systems are needed to ensure that qualified women are allowed to enter into male-dominated vocations and professions

b. Women’s labor inside the home should be tax deductible

c. Women’s labor inside the home should be considered supported by government subsidies

\*d. Males and females who perform jobs that are equally valuable to society and require the same amount of skill/training should be paid equally

Title: 12-03Cpp.202

3. This refers to a system of beliefs that justifies gender-based inequality through the assertion that one sex is superior and the other is inferior:

\*a. sexism

b. anthropomorphism

c. patrilineal

d. matrilineal

Title: 12-04Cpp.203

4. This refers to treating human beings as objects:

\*a. objectification

b. defamation

c. paternalism

d. sentience

Title: 12-05Cpp.203

5. Laura, a marketing expert, has been hired by a fast food chain to help them change their image to attract more affluent customers. This afternoon she met with the company’s executives for the first time. After entering the conference room, she went around the table and shook hands—vigorously—with each person in attendance. “Now, let’s get down to work,” she said. As Laura outlined her strategy, she did so in a loud, clear voice. When interrupted, she did not pause but instead kept on with what she had been saying, talking over the person. Everything about her, from her posture (back straight, feet flat on the floor) to the way she made eye contact (direct and steady) communicated that she was accustomed to being treated with respect.

How was likely perceived by those in the meeting?

a. Those who attended the meeting are less likely to hold sexist attitudes now that they have witnessed a woman with a “take charge” attitude

\*b. Those who attended the meeting may question Laura’s femininity

c. Those who attended the meeting are likely to hold think Laura is on drugs

d. Those who attended the meetings are unlikely to find anything unusual about Laura’s comportment and interaction style

Title: 12-06Cpp.204

6. According to the Equal Employment Opportunity Commission, the percentage of sexual harassment charges filed by males \_\_\_\_\_\_\_\_ between 1997 and 2011.

a. decreased

b. remained the same

\*c. increased

d. did not change

Title: 12-07C/Fpp.216

7. The Iranian constitution states that the value of a woman’s life is \_\_\_\_\_\_\_\_\_\_.

a. equal to the value of her husband’s life

b. equal to the value of a man’s life

\*c. half the value of a man’s life

d. one-quarter the value of a man’s life

Title: 12-08C/Fpp.215

8. In the United States, for every dollar a male earns, a female earns roughly:

a. 12 cents

b. 26 cents

c. 56 cents

\*d. 77 cents

Title: 12-09Cpp.215

9. In the United States, how does age affect the disparity in earnings (“wage gap”) between men and women?

a. There is no relationship between age and earnings

b. The wage gap narrows as men and women age

\*c. The wage gap widens as men and women age

d. The wage gap remains constant as men and women age

Title: 12-10Cpp.

10. The United States is a matriarchal society.

a. True

\*b. False

Title: 12-11Cpp.214

11. In the United States, more than half of those who work for pay are female.

\*a. True

b. False

Title: 12-12Cpp.216

12. After controlling for differences—in age, experience, and education—the disparity in earnings between men and women disappears.

a. True

\*b. False

Title: 12-13C/Fpp.207

13. In North Carolina, after a woman has consented to sex, she may not rescind consent.

\*a. True

b. False

Title: 12-14Cpp.207

14. Rape is the only serious crime that does not require the victim to prove a lack of consent.

a. True

\*b. False

Title: 12-15C/Fpp.210

15. Prior to 2010, it was legal in some U.S. states for insurance companies to charge females higher premiums than men—a practice known as “gender rating”—for the same medical coverage.

\*a. True

b. False