



System Ethics & Compliance Office

## THE TEXAS A&M UNIVERSITY SYSTEM

### POST-TEST FOR BASIC DESIGNATED ADMINISTRATOR TRAINING

1. In the civil rights complaint resolution process, which cases take precedence over the others in terms of rules and procedures?
  - a. Title VII cases
  - b. ADA discrimination cases
  - c. Title IX cases
  - d. Member rules
  
2. A single individual serving as a decision-maker in civil rights cases which include a live hearing is referred to as a:
  - a. Designated Administrator
  - b. Hearing Panel
  - c. Hearing Officer
  - d. Single Investigator
  
3. A group of three people serving as decision-makers on civil rights cases which include a live hearing is referred to as a:
  - a. Designated Administrator
  - b. Hearing Panel
  - c. Hearing Officer
  - d. Single Investigator
  
4. A single individual serving as a decision-maker in civil rights cases that do not include a live hearing (paper review) is referred to as a:
  - a. Designated Administrator
  - b. Hearing Panel
  - c. Hearing Officer
  - d. Single Investigator
  
5. The source of law for most civil rights matters in state-supported higher education is:
  - a. U.S. Constitution, 14<sup>th</sup> Amendment
  - b. U.S. Constitution, 5<sup>th</sup> Amendment

- c. The Clery Act
  - d. Title IX
6. The standard of evidence utilized for making adjudicatory decisions in the civil rights process is:
- a. Clear and convincing evidence
  - b. Substantial evidence
  - c. Beyond a reasonable doubt
  - d. Preponderance of the evidence
7. Which type of evidence is the most important in determining what took place?
- a. Direct evidence
  - b. Character evidence
  - c. Expert evidence
  - d. Circumstantial evidence
  - e. Both A and D
  - f. All types of evidence are essentially of equal value
8. A police officer's opinion about what took place at an event prior to their arrival when there are disputing stories is a form of what evidence?
- a. Expert evidence
  - b. Hearsay evidence
  - c. Character evidence
  - d. It is not evidence
9. True or False: If a Designated Administrator has ever experienced a situation like a case they are reviewing, it is reasonable to consider elements from their own experience as likely being applicable in the case they are reviewing.
10. True or False: A finding of fact should limit itself to whether or not a violation of System Regulation 08.01.01 occurred and not include specific factual details.
11. True or False: Because of federal privacy laws, complainants and respondents may not share investigation reports and decision letters with parties outside of the civil rights process.
12. Which of the following factors influence credibility determinations?
- a. Plausibility
  - b. Relevance
  - c. Consistency
  - d. Bias
  - e. All of the above

13. Training programs, educational essays, interviews, and treatment programs are examples of what kind of sanction?
  - a. Active sanction
  - b. Inactive sanction
  - c. Punitive sanction
  - d. Criminal sanction
  
14. Which inactive sanctions are appropriate for an employee who has been found in violation of creating a hostile environment due to sex-based harassment?
  - a. A reprimand to the personnel file
  - b. Termination of employment
  - c. Employment probation
  - d. Reassignment to a different position
  - e. All of the above
  
15. Which hierarchy represents the proper chain of regulatory authority (from highest to lowest) in civil rights cases?
  - a. Federal, State, System, Member
  - b. Federal, State, Member, System
  - c. Federal, System, State, Member
  - d. Member, System, State, Federal