

1. What does include “sexual harassment” in workplace

- a. Physical contact and advances
- b. A demand or request for sexual favours
- c. Making sexually coloured remarks
- d. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
- e. All the above

Answer:- All the above

2. This Policy is applicable to complaints of sexual harassment by female/ male / transgender employees, who are employed in

- a. Permanent
- b. AdHoc
- c. Daily wages
- d. Temporary
- e. All the above

Answer:- All the above

3. Bank constitutes 'Sexual Harassment Redressal Committee [SHRC] in compliance of which section of the Anti-Sexual Harassment Law

- a. 5
- b. 3
- c. 2
- d. 6
- e. 4

Answer:- 4

4. As per policy Meetings of the SHRC shall be conducted at least

- a. Bi monthly
- b. Quarterly
- c. Monthly
- d. Half yearly
- e. Annually

Answer:- Half yearly

5. Any aggrieved men/woman/transgender may make, in writing, a complaint of sexual harassment at workplace to the concerned Sexual Harassment Redressal Committee empowered herein to deal with the complaint within a period of _____ form date of incident

- a. Three Months
- b. One Months

Topic- POSH, DEI, Job Family

- c. Five Months
- d. Two Months
- e. Six Months

Answer:- Three Months

6. On receipt of complaint, SHRC shall send one of the copies received from the aggrieved person to the employee against whom the complaint is made (Respondent) within a period of how many working days

- a. 7
- b. 15
- c. 90
- d. 30
- e. 45

Answer:- 7

7. The Respondent shall file reply to the complaint along with list of documents, names and addresses of witness/es in support of his/her/their views within period not exceeding how many working days from the date of receipt of documents from the SHRC

- a. 7
- b. 15
- c. 30
- d. 45
- e. 10

Answer:- 10

8. SHRC should submit its recommendations within a period of how many working days of completion of inquiry to Chief General Manager (HR) or Zonal Head or the Regional Manager as the case may be for taking action

- a. 7
- b. 15
- c. 30
- d. 45
- e. 10

Answer:- 10

9. Chief General Manager (HR) or Zonal Head or Regional Manager as the case may be should take action on the report of the Committee within a period of how many days from the date of its receipt

- a. 15

Topic- POSH, DEI, Job Family

- b. 30
- c. 45
- d. 60
- e. 45

Answer:- 60

10. How 'workplace' is defined in POSH act?

- a. Any place visited by the employee arising out of or during the course of employment including transportation provided by the employer
- b. Govt organizations
- c. Pvt sector organizations
- d. Covers organized and unorganized sector
- e. All the above

Answer:- All the above

11. Any aggrieved Person may make, in writing, a complaint of sexual harassment at workplace to the concerned Sexual Harassment Redressal Committee empowered herein to deal with the complaint within a period of months from the date of incident.

- a. 3
- b. 1
- c. 2
- d. 6
- e. 12

Answer:- 3

12. Sexual harassment at workplace is a offence.

- a. rare
- b. grave
- c. good
- d. acceptable
- e. light

Answer:- grave

13. Job Families allocated to eligible employees in

- a. Scale I to III
- b. Scale I to IV
- c. Scale IV and above
- d. Scale IV & V
- e. Scale I to VI

Answer:- Scale I to VI

14. Which job family/es is /are the in the segment of source business?

- a. Sales, Marketing & Relationship Management
- b. Treasury, Forex & Corporate Banking
- c. RAM Credit (incl. MLP, RLP, ALP)
- d. Only A and B
- e. All of the above

Answer:- Only A and B

15. Which job family/es is /are the in the segment of Manage business?

- a. RAM Credit (incl. MLP, RLP, ALP)
- b. Operations (Branch, Back office and Central)
- c. Credit Monitoring, Collections & Recovery
- d. All of the above
- e. Only A and B

Answer:- All of the above

16. Which job family is not in the segment of Support business?

- a. Information Technology
- b. Human Resources
- c. RAM Credit (incl. MLP, RLP, ALP)
- d. Risk, Audit, Compliance & Legal
- e. Strategy, Finance & Accounts

Answer:- RAM Credit (incl. MLP, RLP, ALP)

17. During Procees and assigning Job Families to eligible employees, what is the eligibility of employee should be evaluated

- a. those completing 5 years of service in the Bank 2 years in officer cadre
- b. those completing 4 years of service in the Bank 2 years in officer cadre
- c. those completing 4 years of service in the Bank 3 years in officer cadre
- d. those completing 5 years of service in the Bank 3 years in officer cadre
- e. those completing 6 years of service in the Bank 3 years in officer cadre

Answer:- those completing 5 years of service in the Bank 2 years in officer cadre

18. Union Bank's DEI Vision is

- a. The Bank strives to include diversity, equity and inclusion practices at the centre of its day-to-day work and to create an environment of inclusion and belonging for the employees
- b. The Bank strives to include diversity, equity and inclusion practices at the centre of its day-to-day work and to create an environment of belonging for the employees

- c. The Bank strives to include diversity, equality and inclusion practices at the centre of its day-to-day work and to create an environment of inclusion and belonging for the employees
- d. The Bank strives to include digitisation, equity and inclusion practices at the centre of its day-to-day work and to create an environment of inclusion and belonging for the employees
- e. The Bank strives to include diversity, equity and inclusion practices at the centre to create an environment of inclusion and belonging for the employees

Answer:- The Bank strives to include diversity, equity and inclusion practices at the centre of its day-to-day work and to create an environment of inclusion and belonging for the employees

19. Diversity refers to who is represented in the workforce, which is not included

- a. Gender
- b. Age
- c. Ethnicity
- d. Physical and Mental
- e. HNI

Answer:- HNI

20. The term takes into consideration a person's unique circumstances, adjusting treatment accordingly so that the end result is equal

- a. Equity
- b. Equality
- c. Inclusion
- d. Diversity
- e. Socialisation

Answer:- Equity

21. A workplace is one where employees with all types of differences and disabilities feel valued and have the same opportunities for growth as their peers

- a. Closed
- b. Open
- c. Fair
- d. Inclusive
- e. Transparent

Answer:- Inclusive

22. If a workplace is a Weighing scale then what are its two balancing plates as per the modules.

- a. Diversity and Inclusion
- b. Diversity and Equity
- c. Equity and Equality
- d. Transparency and Honesty
- e. Inclusion and Equity

Answer:- Diversity and Inclusion

23. The term refers to fair treatment for all people is

- a. Incusion
- b. socialisation
- c. Diversity
- d. Equity
- e. Equality

Answer:- Equity

24. Inclusion inculcates a culture where all employees feel

- a. Challenged
- b. Stressed
- c. Burdened
- d. More work
- e. Welcomed

Answer:- Welcomed

25. Employee engagement is strongly linked with a sense of

- a. Inclusion
- b. Equity
- c. Equality
- d. Diversity
- e. Liasioning

Answer:- Inclusion

26. If a workplace serves as Weighing scale , what serves as the weight to keep both sides balanced

- a. Equity
- b. Diversity
- c. Incusion
- d. Transparency
- e. Fair Practise

Answer:- Equity

27. Bank embraces and encourages employees' differences in , which is not included

Topic- POSH, DEI, Job Family

- a. Age
- b. Color
- c. Ethnicity
- d. Language
- e. State Wise

Answer:- State Wise

28. Maiden Policy on Diversity, Equity and Inclusion - DEI has been introduced from

- a. FY 2023 - 24
- b. FY 2018 -19
- c. FY 2019 - 20
- d. FY 2022 - 23
- e. FY 2016 - 17

Answer:- FY 2023 - 24

29. In DEI term E stands for

- a. Equality
- b. Equity
- c. Entrepreneurship
- d. Engaging
- e. Employee

Answer:- Equity

30. In DEI term D stands for

- a. Discilpnine
- b. Digitilasation
- c. Digitisation
- d. Diversity
- e. Determination

Answer:- Diversity