

## WebQ

### 7543 Quiz 6 - Answers

#### Question 1

Title VII of the 1964 Civil Rights Act applies to employers with how many (or more) employees?

- 5
- 15
- 25
- 35

#### Question 2

Which of the following provisions is NOT contained within the Americans With Disabilities Act of 1990?

- Employers cannot utilize a pre-employment offer physical exam to determine employment.
- Employers can only inquire into a potential employee's ability to do the given job, not into their existing medical conditions.
- After making an offer of employment, employers may condition that a physical exam be completed in cases where potential employees are suspected to have a medical condition.
- If an employer makes an offer of employment, and conditions employment on the results of a physical exam, the results of the exam must be confidential.

#### Question 3

Which of the following is considered to be a "disability" according to the Americans With Disabilities Act of 1990?

- Kleptomania
- Homosexuality
- Infection with HIV
- Current illegal drug abuse

#### Question 4

Which is NOT a factor that would determine your legal protection in a privately owned pharmacy?

- Number of employees at your work place
- Your religion
- Number of hours you work each week
- Previous military service

Question 5

Which federal department enforces Occupational Safety and Health (OSHA) regulations?

- Department of Justice
- Department of Labor
- Department of Commerce
- Department of Health and Human Services

Question 6

The Family and Medical Leave Act of 1993 applies to employers with how many (or more) employees?

- 15
- 30
- 40
- 50

Question 7

Employment discrimination law violations commonly have a statute of limitations for what duration of time?

- 30 days
- 180 days
- 1 year
- 2 years

Question 8

Which of the following is/are true regarding reasonable accommodations?

- I. An employer must plan ahead and anticipate different types of reasonable accommodations that could be requested.
- II. Reasonable accommodations are not mandatory if providing the accommodation would cause an employer undue hardship.
- III. If the need for an accommodation is not obvious, an employer may request documentation from the employee.

- I and III
- II only
- II and III
- I, II, III

Question 9

What is true about harassment at the workplace?

- I. Employers must establish an anti-harassment policy.
- II. Unwelcomed physical contact could be considered harassment.
- III. Jokes about other people's cultural practices cannot be considered harassment if they are told in good humor.

- I and II
- II only
- II and III
- I, II, III

Question 10

During lunch, a colleague of yours listens to a daily radio talk show with the volume turned up high enough for others to hear. You find many of the comments on the talk show to be hurtful and offensive. According to Professor Vaughn, what would be a recommended first step for handling this situation?

- Confront your colleague and ask that the volume be turned down.
- Report the offensive behavior to the Vice President of Human Resources at the Company.

- Consult with an attorney about the behavior of your colleague.
- File a complaint with the National Labor Relations Board