

## Employment Law Test 1,. All Questions and answers. 22/23

Which of the following is a protected class characteristic?

- a) Religion
- b) Height
- c) Intelligence
- d) Management Status
- e) All of the above - ✓✓a) Religion

In disparate treatment cases

- a) the focus is on providing the employer's discriminatory intent
- b) the focus is on showing the discriminatory effects of the employers actions
- c) the focus is on showing that unfair treatment occurred
- d) the focus is on showing that the employer holds racist or sexist views
- e) The focus is on showing that the employer was trying to get back at the employee for something the employee did - ✓✓a) The focus is on providing the employer's discriminatory intent

Which of the following must be shown in order to establish a prima facie case of retaliation?

- a) that the employee was replaced by someone with differing protected class characteristics
- b) that the employee lost an employment opportunity shortly after engaging in protected activity
- c) that the employer's action was based on the employee's race, sex, or other protected class characteristic
- d) that the employer's action was based on a disagreement with a superior and that the firing was unrelated to quality of the employee's job performance
- e) all of the above - ✓✓b) that the employee lost an employment opportunity shortly after engaging in protected activity

# Employment Law Question Answers

**Diana Brodman Summers**



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**Employment Law in China** Dong Wang, Peng Zhao, 2025-04-01 This book provides clear and concise explanations to over 200 questions on China's current employment laws It helps readers answer the question What are my rights and what should I do in given practical situations Adopting a question and answer format the book covers a wide range of topics including labor dispute procedures employer obligations and immunities employee entitlements work injuries wages misconduct and termination In addition to employment law the book also includes interdisciplinary material on trade secrets non competition personal information protection and administrative and criminal liabilities The book provides advice in the form of direct answers that set out the statutory principles legal analysis conclusion and comments It carefully selects and cites over one thousand court cases to illustrate employment law practice and the legal consequences of specific issues It also distinguishes the different local regulations and judicial practices across provinces and cities This book is written for readers who are familiar with general concepts but may not have formal knowledge of the law To this purpose it will be a valuable resource for business owners employees and HR specialists It will also appeal to legal scholars and professionals who provide corporate legal counsel

*Finding the Answers to Legal Questions* Virginia M. Tucker, Marc Lampson, 2018-01-12 This book will help librarians connect users to the most accurate up to date legal information

**Employment Law** Hugh Collins, 2010 This updated edition offers a fresh approach to the law governing employment relations emphasising the contemporary policy themes of social inclusion competitiveness and the rights of citizenship in the

workplace It acts as a succinct and accessible overview for those new to the subject as well as an excellent summary for students Employment Law covers all the main areas of the subject including contracts of employment anti discrimination law trade unions industrial action and human rights in the workplace It also discusses how UK law under the influence of EU law and international protection of human rights has been transformed for the twenty first century by pursuing new goals such as helping to achieve a better balance between work and life to improve the competitiveness of business through partnership institutions and to provide superior protection for the basic rights of employees in the workplace Offering frequent comparisons with the law of other countries including the United States the book also discusses the effectiveness of employment regulation as well as examining the different national and transnational methods available The Labor and Employment Lawyer's Job Dipanwita Deb Amar,2007 *The Nonprofit Manager's Resource Directory* Ronald A.

Landskroner,2002-04-30 A newly revised and updated edition of the ultimate resource for nonprofit managers If you re a nonprofit manager you probably spend a good deal of your time tracking down hard to find answers to complicated questions The Nonprofit Manager s Resource Directory Second Edition provides instant answers to all your questions concerning nonprofit oriented product and service providers Internet sites funding sources publications support and advocacy groups and much more If you need help finding volunteers understanding new legislation or writing grant proposals help has arrived This new updated edition features expanded coverage of important issues and even more answers to all your nonprofit questions Revised to keep vital information up to the minute The Nonprofit Manager s Resource Directory Second Edition Contains more than 2 000 detailed listings of both nonprofit and for profit resources products and services Supplies complete details on everything from assistance and support groups to software vendors and Internet servers management consultants to list marketers Provides information on all kinds of free and low cost products available to nonprofits Features an entirely new section on international issues Plus 10 bonus sections available only on CD ROM The Nonprofit Manager s Resource Directory Second Edition has the information you need to keep your nonprofit alive and well in these challenging times Topics include Accountability and Ethics Assessment and Evaluation Financial Management General Management Governance Human Resource Management Information Technology International Third Sector Leadership Legal Issues Marketing and Communications Nonprofit Sector Overview Organizational Dynamics and Design Philanthropy Professional Development Resource Development Social Entrepreneurship Strategic Planning Volunteerism **German Employment**

**Law** Nicole Elert,Christopher T. Brooks,2014-01-01 In modern employment practice the question of who falls under the jurisdiction of German labor law employees freelancers employers works councils labor unions representatives for the disabled employer s associations etc is an increasingly salient issue faced by foreign firms and firm owners human resource tax and legal departments as well as investors and foreign employees Specifically many firms have questions concerning the application of German law for establishing managing and terminating employment contracts with foreign or German workers

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