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QUESTION 1

As an HR Professional you must be familiar with several acts of congress, laws, and regulations that address risks in the workplace. Which of the following laws was the first to establish consistent safety standards for workers?

- A. Mine Safety and Health Act
- B. USA Patriot Act
- C. Occupational Safety and Health Act
- D. Homeland Security Act

Correct Answer: C

The Occupational Safety and Health Act, 1970, was the first law to address occupational safety risks in the workplace. This act is also known as OSHA.

Answer option B is incorrect. The USA Patriot Act, 2001, addresses national security against terrorism.

Answer option A is incorrect. The Mine Safety and Health Act, 1977, addresses safety specifically of workers in mines.

Answer option D is incorrect. Homeland Security Act, 2002, addresses awareness and prevention for American's security.

QUESTION 2

During the organization of a union, it's possible that the union will gain recognition from the management. The management is then obliged to give the NLRB a list of employees who are eligible to vote in the unionization election. What is the name of the list of such employees called?

- A. Constituent List
- B. Union prospectus List
- C. Excelsior List
- D. Candidate List

Correct Answer: C

The list of employees who are eligible to vote in the union election, is called the Excelsior List. It's so called, based on the outcome of the lawsuit Excelsior Underwear, Inc. v. NLRB in 1996. Answer option D is incorrect. The list is called the Excelsior List, not the candidate list. Answer option A is incorrect. The list is called the Excelsior List, not the constituent list. Answer option B is incorrect. The list is called the Excelsior List, not the union prospectus list.

QUESTION 3

The Americans with Disabilities Act of 1990 identifies an individual with a disability, as a person who has one or more of the following characteristics except for which one?

- A. Has a record of such impairment that substantially limits one or more major life activities
- B. Is regarded as having such impairment that substantially limits one or more major life activities
- C. Is believed by employers that an individual having a physical or mental impairment substantially limits one or more major employment activities
- D. Has a physical or mental impairment that substantially limits one or more major life activities

Correct Answer: C

The basis of an individual with a disability is not left to the interpretation of the employer so this choice is incorrect.

Answer options D, A, and B are incorrect. These are valid statements based on the definitions provided in the Americans with Disabilities Act of 1990.

QUESTION 4

Pat is interviewing Sammy for a job in his organization. During the interview, Pat asks Sammy for a dinner date. Sammy refuses his offer, but thanks him. Pat tells Sammy that a dinner date would be beneficial to the job selection. Sammy still refuses the dinner date. Based on this conversation, Pat decides not to hire Sammy for the position. This is an example of what type of sexual harassment?

- A. Covert
- B. Quid Pro Quo
- C. Contingent
- D. Hostile Work Environment

Correct Answer: B

Quid pro quo happens when the acceptance or decline of an unwanted sexual advance leads to a hiring, employment, or workplace decision.

Because Sammy refused the dinner date, Pat didn't hire Sammy. Answer option A is incorrect. Covert is not a valid sexual harassment term. Answer option C is incorrect. Contingent is not a valid sexual harassment term. Answer option D is

incorrect. A hostile work environment describes unwelcome sexual conduct that interferes with a person's ability to complete their work, intimidation, or an offensive work environment.

QUESTION 5

Your organization employs 475 people and you are the HR Professional for the organization. You're teaching your staff about the EEOC laws and the rights your employees have under these laws. In your state what term is assigned by the EEOC to the local offices that enforce the EEOC laws and any local or state anti-discrimination laws?

- A. Labor offices
- B. Workers Rights Agencies

C. Fair Employment Practices Agencies

D. EEOC offices

Correct Answer: C

The Fair Employment Practices Agencies are the local representatives of the EEOC. These FEPAs enforce federal, state, and local laws for employees they represent. Answer option D is incorrect. EEOC offices are not the same as the Fair

Employment Practices Agencies.

Answer option A is incorrect. Labor offices is not a valid term for this question. Answer option B is incorrect. There is\nt an EEOC agency called the Workers Rights Agencies, so this choice is not valid.

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