

D) All of the above can be considered sexual harassment.

Question 10, 10. TCO 2 & 3: The Americans With Disabilities Act requires employers to make:

A) any accommodation the disabled employee needs.

B) make only the accommodations that do not require more than a minimal cost to accommodate the disabled employee.

C) a reasonable accommodation.

D) a practical accommodation.

Question 11, 11. TCOs 2 & 3: Martin's male boss makes sexually inappropriate comments to Martin on a daily basis. Assuming that the conduct is severe or pervasive and unwelcome, can Martin successfully demonstrate that the conduct is unlawful sexual harassment? (Points : 5)

No, because same sex harassment is not covered by Title VII.

Yes, because Title VII prohibits all harassing conduct.

No, because Title VII does not prohibit sex based harassment directed toward males.

Yes, if the conduct was directed toward Martin based on his sex.

Question 12, 12. TCO 4: Which law requires employers to obtain permission before hiring a third party to conduct a back ground check of an applicant? (Points : 5)

Fair Credit Reporting Act.

Title VII.

# Hrm 320 Final Exam Questions

**Yan Bai**



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