

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.

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Dianne Krumm



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Table of Contents Hrm 320 Final Exam Questions

1. Understanding the eBook Hrm 320 Final Exam Questions
 - The Rise of Digital Reading Hrm 320 Final Exam Questions
 - Advantages of eBooks Over Traditional Books
2. Identifying Hrm 320 Final Exam Questions
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Hrm 320 Final Exam Questions
 - User-Friendly Interface

4. Exploring eBook Recommendations from Hrm 320 Final Exam Questions
 - Personalized Recommendations
 - Hrm 320 Final Exam Questions User Reviews and Ratings
 - Hrm 320 Final Exam Questions and Bestseller Lists
5. Accessing Hrm 320 Final Exam Questions Free and Paid eBooks
 - Hrm 320 Final Exam Questions Public Domain eBooks
 - Hrm 320 Final Exam Questions eBook Subscription Services
 - Hrm 320 Final Exam Questions Budget-Friendly Options
6. Navigating Hrm 320 Final Exam Questions eBook Formats
 - ePub, PDF, MOBI, and More
 - Hrm 320 Final Exam Questions Compatibility with Devices
 - Hrm 320 Final Exam Questions Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Hrm 320 Final Exam Questions
 - Highlighting and Note-Taking Hrm 320 Final Exam Questions
 - Interactive Elements Hrm 320 Final Exam Questions
8. Staying Engaged with Hrm 320 Final Exam Questions
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Hrm 320 Final Exam Questions
9. Balancing eBooks and Physical Books Hrm 320 Final Exam Questions
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Hrm 320 Final Exam Questions
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Hrm 320 Final Exam Questions
 - Setting Reading Goals Hrm 320 Final Exam Questions
 - Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Hrm 320 Final Exam Questions
 - Fact-Checking eBook Content of Hrm 320 Final Exam Questions
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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