- A student wants to remove an acid impurity from an organic liquid. 3. What should the student do?
 - A. Add Na₂CO₃(aq)
 - B. Reflux the mixture
 - C. Add Br.
 - D. Add MaSO.

Wichelle	200,000	Name and Post	

[1]

[2]

- 4. For which purpose is distillation used?
 - A to allow a liquid to boil without the loss of vapour
 - B to purify a liquid product
 - C to remove an involatile impurity
 - D to allow further reaction without the loss of product

Your answer			

5. The reaction below produces a chloroalkane.

Which row shows the steps to purify the liquid product in the correct order?

A	Use a separating funnel	Distil	Dry	Remove unreacted HC/
в	Remove unreacted HCı	Use a separating funnel	Dry	Distil
c	Remove unreacted HC/	Use a separating funnel	Distil	Dry
D	Use a separating funnel	Remove unreacted HCı	Distil	Dry

Your answer	[1]

May 2014 Chemistry Ocr Mark Scheme

Iseb Iseb

May 2014 Chemistry Ocr Mark Scheme:

A Level Chemistry For OCR Pasan Witharana,2022-06 Prepare for OCR A Level Chemistry with over 500 questions answers and mind maps covering various topics Learn everything you need to know for your exams while working on your exam technique This book aims to maximise your revision time by following the high yield revision approach Edited by a specialist OCR examiner the answers in the book follow the marking scheme answer format Learn the subject content through questions and answers Mind maps to consolidate learning for effective revision and maximise study time Practice all question styles including multiple choice extended answer and multi step calculations Learn to answer effectively to score the maximum marks Answers to all practise questions are provided Develop your exam technique and face the exam with confidence 13+ Science Chemistry Mark Scheme (Spring Term 2009) Iseb Iseb,2009-02-08

Thank you very much for reading **May 2014 Chemistry Ocr Mark Scheme**. As you may know, people have search numerous times for their chosen novels like this May 2014 Chemistry Ocr Mark Scheme, but end up in infectious downloads. Rather than reading a good book with a cup of tea in the afternoon, instead they are facing with some harmful virus inside their desktop computer.

May 2014 Chemistry Ocr Mark Scheme is available in our digital library an online access to it is set as public so you can download it instantly.

Our books collection saves in multiple locations, allowing you to get the most less latency time to download any of our books like this one.

Merely said, the May 2014 Chemistry Ocr Mark Scheme is universally compatible with any devices to read

https://staging.conocer.cide.edu/files/book-search/Download PDFS/how to reset service b mercedes e320.pdf

Table of Contents May 2014 Chemistry Ocr Mark Scheme

- 1. Understanding the eBook May 2014 Chemistry Ocr Mark Scheme
 - ∘ The Rise of Digital Reading May 2014 Chemistry Ocr Mark Scheme
 - Advantages of eBooks Over Traditional Books
- 2. Identifying May 2014 Chemistry Ocr Mark Scheme
 - Exploring Different Genres
 - $\circ\,$ Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an May 2014 Chemistry Ocr Mark Scheme
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from May 2014 Chemistry Ocr Mark Scheme
 - Personalized Recommendations

- May 2014 Chemistry Ocr Mark Scheme User Reviews and Ratings
- May 2014 Chemistry Ocr Mark Scheme and Bestseller Lists
- 5. Accessing May 2014 Chemistry Ocr Mark Scheme Free and Paid eBooks
 - May 2014 Chemistry Ocr Mark Scheme Public Domain eBooks
 - May 2014 Chemistry Ocr Mark Scheme eBook Subscription Services
 - May 2014 Chemistry Ocr Mark Scheme Budget-Friendly Options
- 6. Navigating May 2014 Chemistry Ocr Mark Scheme eBook Formats
 - o ePub, PDF, MOBI, and More
 - May 2014 Chemistry Ocr Mark Scheme Compatibility with Devices
 - May 2014 Chemistry Ocr Mark Scheme Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of May 2014 Chemistry Ocr Mark Scheme
 - Highlighting and Note-Taking May 2014 Chemistry Ocr Mark Scheme
 - Interactive Elements May 2014 Chemistry Ocr Mark Scheme
- 8. Staying Engaged with May 2014 Chemistry Ocr Mark Scheme
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers May 2014 Chemistry Ocr Mark Scheme
- 9. Balancing eBooks and Physical Books May 2014 Chemistry Ocr Mark Scheme
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection May 2014 Chemistry Ocr Mark Scheme
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine May 2014 Chemistry Ocr Mark Scheme
 - Setting Reading Goals May 2014 Chemistry Ocr Mark Scheme
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of May 2014 Chemistry Ocr Mark Scheme
 - Fact-Checking eBook Content of May 2014 Chemistry Ocr Mark Scheme

- 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

May 2014 Chemistry Ocr Mark Scheme Introduction

In todays digital age, the availability of May 2014 Chemistry Ocr Mark Scheme books and manuals for download has revolutionized the way we access information. Gone are the days of physically flipping through pages and carrying heavy textbooks or manuals. With just a few clicks, we can now access a wealth of knowledge from the comfort of our own homes or on the go. This article will explore the advantages of May 2014 Chemistry Ocr Mark Scheme books and manuals for download, along with some popular platforms that offer these resources. One of the significant advantages of May 2014 Chemistry Ocr Mark Scheme books and manuals for download is the cost-saving aspect. Traditional books and manuals can be costly, especially if you need to purchase several of them for educational or professional purposes. By accessing May 2014 Chemistry Ocr Mark Scheme versions, you eliminate the need to spend money on physical copies. This not only saves you money but also reduces the environmental impact associated with book production and transportation. Furthermore, May 2014 Chemistry Ocr Mark Scheme books and manuals for download are incredibly convenient. With just a computer or smartphone and an internet connection, you can access a vast library of resources on any subject imaginable. Whether youre a student looking for textbooks, a professional seeking industry-specific manuals, or someone interested in self-improvement, these digital resources provide an efficient and accessible means of acquiring knowledge. Moreover, PDF books and manuals offer a range of benefits compared to other digital formats. PDF files are designed to retain their formatting regardless of the device used to open them. This ensures that the content appears exactly as intended by the author, with no loss of formatting or missing graphics. Additionally, PDF files can be easily annotated, bookmarked, and searched for specific terms, making them highly practical for studying or referencing. When it comes to accessing May 2014 Chemistry Ocr Mark Scheme books and manuals, several platforms offer an extensive collection of resources. One such platform is Project Gutenberg, a nonprofit organization that provides over 60,000 free eBooks. These books are primarily in the public domain, meaning they can be freely distributed and downloaded. Project Gutenberg offers a wide range of classic literature, making it an excellent resource for literature enthusiasts. Another popular platform for May 2014 Chemistry Ocr Mark Scheme books and manuals

is Open Library is an initiative of the Internet Archive, a non-profit organization dedicated to digitizing cultural artifacts and making them accessible to the public. Open Library hosts millions of books, including both public domain works and contemporary titles. It also allows users to borrow digital copies of certain books for a limited period, similar to a library lending system. Additionally, many universities and educational institutions have their own digital libraries that provide free access to PDF books and manuals. These libraries often offer academic texts, research papers, and technical manuals, making them invaluable resources for students and researchers. Some notable examples include MIT OpenCourseWare, which offers free access to course materials from the Massachusetts Institute of Technology, and the Digital Public Library of America, which provides a vast collection of digitized books and historical documents. In conclusion, May 2014 Chemistry Ocr Mark Scheme books and manuals for download have transformed the way we access information. They provide a cost-effective and convenient means of acquiring knowledge, offering the ability to access a vast library of resources at our fingertips. With platforms like Project Gutenberg, Open Library, and various digital libraries offered by educational institutions, we have access to an ever-expanding collection of books and manuals. Whether for educational, professional, or personal purposes, these digital resources serve as valuable tools for continuous learning and self-improvement. So why not take advantage of the vast world of May 2014 Chemistry Ocr Mark Scheme books and manuals for download and embark on your journey of knowledge?

FAQs About May 2014 Chemistry Ocr Mark Scheme Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer web-based readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. May 2014 Chemistry Ocr Mark Scheme is one of the best book in our library for free trial. We provide copy of May 2014 Chemistry Ocr Mark Scheme in digital format, so the resources that you find are reliable. There are also many Ebooks of related with May 2014 Chemistry Ocr Mark Scheme. Where to download May 2014 Chemistry Ocr Mark Scheme online for free? Are you looking for May 2014

Chemistry Ocr Mark Scheme PDF? This is definitely going to save you time and cash in something you should think about.

Find May 2014 Chemistry Ocr Mark Scheme:

how to reset service b mercedes e320 how to make balsa wood in autodesk inventor how to make clock with paper plate

how to report t credit how to get science edgenuity answers how to reset check engine light on 1998 honda civic

how to lose belly fat for men

how to install iso files without burning to cd

how to make plate jointer cabinet jig complete manual

how to install a transfer switch

how to repair car battery terminals

how to report someone in wow

how to manually reset ipad 2

how to manually set up nintendo ds lite wifi

how to reset maintenance light on honda crv 2004

May 2014 Chemistry Ocr Mark Scheme:

nutrition for health student activity workbook key pdf app - Aug 15 2023

web student health solution nutrition for health student activity find printables lessons and activities on health nutrition to engage your students nutrition for health student activity workbook keythese science projects for kids nutrition and health are great activities that expand your knowledge while providing hours of entertainment

nutrition for health student activity workbook key 2022 - Mar 10 2023

web nutrition for health student activity workbook key nutrition and physical education policy and practice in pacific region secondary schools summary issues answers rel 2012 no 117 the role of national standards workshop summary nutrition for health fitness and sport physical best food nutrition wellness health and nutrition teaching resources grades k 12 teachervision - May 12 2023

web you can use these various activities to help you teach nutrition in a fun way and how it impacts student health topics in the different activities touch on serious subjects such as the impact of drugs and alcohol

chapter 10 nutrition for health worksheet answer key pdffiller - Sep 04 2022

web individuals pursuing careers in health sciences including nursing nutrition dietetics or exercise science will benefit from studying chapter 10 nutrition for a comprehensive understanding of the role of nutrition in maintaining good health nutrition for health student activity workbook key pdf - Feb 26 2022

web 2 nutrition for health student activity workbook key 2022 06 09 time for educators to provide classroom activities that help students understand their bodies and the importance of keeping

site to download nutrition for health student activity workbook key - Mar 30 2022

web merely said the nutrition for health student activity workbook key is universally compatible like any devices to read key student denisse braedon introduction to nutrition exercise and health student study guide and workbook a resource companion to the textbook introduction to nutrition exercise and health

chapter 10 nutrition for health ozark school district - Jun 13 2023

web chapter 10 student activity workbook 137 chapter 10 nutrition label basics i found this information on page s food safety i found this information on page s complete the web with details about nutrition labels food labels ingredients nutrition facts panel nutritional claims organic labeling open dating describe foodborne illness and how

nutrition worksheets super teacher worksheets - Dec 27 2021

web food group wheel free spin the wheel to view each food tell what food group each one belongs to includes pictures of yogurt milk pretzel bread turkey broccoli and banana kindergarten to 4th grade view pdf

food nutrition wellness student activity workbook - Nov 06 2022

web dec 9 2008 food nutrition wellness student activity workbook mcgraw hill mcgraw hill education dec 9 2008 health fitness 240 pages student activity workbook

kindergarten nutrition workbooks for students or children healthy - Oct 05 2022

web our 32 page nutrition education workbooks align with common core state standards are designed by teachers and registered dietitian nutritionists include social and emotional learning sel throughout and use a proven behavior change model the 5 lessons are flexible to fit available instruction time and encourage lifetime healthy eating habits

chapter 10 nutrition for health student activity workbook answer key - Jul 14 2023

web nutrition activities for any classroom alberta health services worksheet food detective worksheet print x 1 per handout healthy drinks healthy kids answer key print in colour and laminate salt is in albertahealthservices ca assets info nutrition if nfs nutrition activities

read online nutrition for health student activity workbook key - Jan 28 2022

web the 8 keys to end bullying activity book companion guide for parents educators 8 keys to mental health mar 06 2023 a leader s manual with helpful tools tips and background information for adults guiding kids and students through the anti bullying lessons of the 8 keys to end bullying

food and nutrition teaching worksheets teach nology com - Apr 30 2022

web printable food and nutrition teaching worksheets over tweleve million children go to sleep hunger every night for those of us that are priveleged to have a choice of what we take into our bodies we take this for granted you are what you eat this series of worksheets works to stress the importance of quality nutrition

nutritionforhealthstudentactivityworkbookkey pdf - Dec 07 2022

web the smart student s guide to healthy living physical activity and health health hygiene and nutrition grades 3 4 health opportunities through physical education alcohol nutrition and health consequences nutritional supplements in sport exercise and health sport and exercise nutrition discovering nutrition totally awesome health nutritionforhealthstudentactivityworkbookkey full pdf - Jun 01 2022

web food nutrition and wellness comprehensive health skills for middle school workbook sport and exercise nutrition nutrition for life physical activity and health totally awesome health discovering nutrition nutrition health and disease nutrition and metabolism in sports exercise and health nutrition at a glance health hygiene and

discover myplate student workbook food and nutrition service - Feb 09 2023

web jan 18 2023 student workbook this interactive student workbook is filled with 19 activities that explore discover myplate lesson topics and are connected to education standards for literacy letter sound correspondence counting sequencing classifying objects identifying healthy behaviors and more

read free nutrition for health student activity workbook key - Jan 08 2023

web nutrition for health student activity workbook key the college student s health guide sep 03 2020 covers stress time management nutrition weight control physical fitness sexuality contraception rape aids alcohol drugs hygiene depression and sleep green schools oct 17 2021

nutrition for health student activity workbook key pdf gcca - Aug 03 2022

web abstract a textbook for college health and nutrition students presents authoritative practical and colorfully illustrated information concerning a wide variety of basic and current health and nutrition topics and controversies the text describes health promotion for infants and children in chapters on pregnancy

printable materials and handouts nutrition gov - Jul 02 2022

web print and share these fact sheets and posters to help people learn key recommendations from the physical activity

guidelines find materials for adults older adults parents and kids and during and after pregnancy

nutrition for health student activity workbook key pdf - Apr 11 2023

web an examination of nutrition throughout the lifecycle and the relationship between diet and disease including in relation to obesity diabetes cancer as well as mental health the impact of environmental factors on public health

palabra viva la by eileen caddy open library - Apr 29 2022

web palabra viva la by eileen caddy june 1998 errepar edition paperback in spanish español palabra viva open library - Nov 05 2022

web palabra viva by 1991 editorial el quijote edition in spanish español 1a ed

palabra viva spanish edition kindle edition amazon in - May 31 2022

web palabra viva spanish edition ebook saboyan néstor bonilla amazon in kindle store

la palabra viva spanish edition softcover abebooks - Jul 13 2023

web abebooks com la palabra viva spanish edition 9789501227215 by mancuso hugo r and a great selection of similar new used and collectible books available

palabra viva la spanish edition softcover abebooks - Mar 09 2023

web abebooks com palabra viva la spanish edition 9789879481578 by caddy eileen and a great selection of similar new used and collectible books available now at great

palabra viva podcast on spotify - Jan 27 2022

web listen to palabra viva on spotify bienvenidos a palabra viva empezamos un nuevo camino espiritual por otro sendero digital mónica ibáñez moni isarco

palabra viva viva palabra spanish edition paperback - Sep 03 2022

web palabra viva viva palabra spanish edition rodríoguez delgado eneida amazon com au books

palabra viva by s e a open library - Mar 29 2022

web palabra viva escritoras y escritores desaparecidos by s e a 2005 sea conabip edition in spanish español 1 ed palabra viva spanish edition kindle edition amazon com - Jan 07 2023

web dec 28 2010 buy palabra viva spanish edition read kindle store reviews amazon com amazon com palabra viva spanish edition ebook saboyan néstor

palabra viva viva palabra spanish edition paperback amazon - Aug 02 2022

web palabra viva viva palabra spanish edition rodríoguez delgado eneida amazon sg books palabra viva la spanish edition 9789507390555 abebooks - May $11\ 2023$

web abebooks com palabra viva la spanish edition 9789507390555 and a great selection of similar new used and collectible

books available now at great prices

palabra viva spanish edition ebook amazon ca - Dec 06 2022

web dec 28 2010 palabra viva spanish edition ebook saboyan néstor bonilla amazon ca kindle store

palabra viva 1988 edition open library - Feb 08 2023

web palabra viva by roland forgues 1988 librería studium ediciones edition in spanish español 1a ed viva spanish to english translation spanishdictionary com - Feb 25 2022

web translate viva see 3 authoritative translations of viva in english with example sentences phrases and audio pronunciations

palabra viva fundamentos de homilética y oratoria - Aug 14 2023

web nov 17 2017 buy palabra viva fundamentos de homilética y oratoria homilética para todos n^{o} 1 spanish edition read kindle store reviews amazon com

palabra viva la spanish edition paperback amazon com - Oct 24 2021

web palabra viva la spanish edition on amazon com free shipping on qualifying offers palabra viva la spanish edition la palabra viva 2005 edition open library - Jul 01 2022

web the living word by harold klemp 2005 eckankar edition in spanish español it looks like you re offline donate Čeština cs deutsch de english en la palabra viva

palabra viva by samuel pagán open library - Apr 10 2023

web dec 4 2022 edition availability 1 palabra viva entorno histo rico literario y teolo gico del antiguo testamento 1995 caribe in spanish 1 ed 0899225683 9780899225685

viva la vida spanish pronunciation spanishdictionary com - Dec 26 2021

web spanish pronunciation of viva la vida learn how to pronounce viva la vida in spanish with video audio and syllable by syllable spelling from latin america and spain

guatemala arévalo se retira de la transición de poder y exige la - Nov 24 2021

web sep 13 2023 en medio de la crisis institucional que vive el país el presidente electo de guatemala bernardo arévalo anunció este martes la suspensión del proceso de

palabra viva spanish edition by félix j moratiel villa goodreads - Oct 04 2022

web 274 pages paperback published march 1 1982 book details editions

sermones para un aÑo mensajes que - Jun 12 2023

web feb 9 2022 sermones para un aÑo mensajes que transforman el carÁcter palabra viva spanish edition kindle edition by salem efraín

letter confirming unsuccessful probationary period practical law - Mar 02 2023

web letter confirming unsuccessful probationary period by practical law employment a template letter to provide to an employee to confirm that the employee has not completed their probationary period successfully and that their employment will be terminated

termination letter for unsuccessful probation download - May 04 2023

web jun 15 2021 subject termination of probationary services regarding x dear johnson you are being intimated through this letter that management has decided to terminate your services with this company after unsuccessful completion of the probationary period you have been a part of this company for last year as a probationer letter confirming unsuccessful completion of cipd hr inform - Dec 31 2022

web oct 31 2023 letter confirming unsuccessful completion of probationary period last modified 31 oct 2023 previously modified 18 sep 2017 this letter informs the employee that their performance did not reach a satisfactory level during their probation period and states when the employment will be terminated download

termination for unsuccessful probation on performance review - Aug 27 2022

web may 21 2022 sample letter subject termination letter for a probationary period for x dear mr abc this letter should be taken as a formal notice from abc company to you to inform you that your probation period with the company is being terminated effective on

unsuccessful probation termination letter how to draft it right - May 24 2022

web sep 2 2023 use our trial unsuccessful probation finalization letter as a template for your written last latest on september 2 2023 by andre bradley small economy letters writing an unsuccessful probation cessation letter is a arduous task as it involves informal an employee that their occupation is beings terminated due to their

unsuccessful probation letter sample pdf scribd - Aug 07 2023

web unsuccessful probation letter sample free download as pdf file pdf text file txt or read online for free a letter to the employee upon discussion of non regularization or failure to pass the probationary period

13 probation termination letter template net - Feb 01 2023

web free unsuccessful probation termination letter template fairwork gov au download now free probationary dismissal letter template personnel wy gov download now

unsuccessful probation termination letter sample - Jun 05 2023

web oct 31 2022 learn how to write an unsuccessful probation termination letter use our sample termination letter as a template for your termination letter

end of probation letter sample template wonder legal - Feb 18 2022

web 1 choose this template start by clicking on fill out the template 2 complete the document answer a few questions and your document is created automatically 3 save print your document is ready you will receive it in word and pdf formats you will be able to modify it end of probation letter

unsuccessful probation termination letter how to draft it right - Oct 09 2023

web sep 2 2023 use our sample unsuccessful probation termination letter as a template for your letter writing an unsuccessful probation termination letter is a difficult task as it involves informing an employee that their employment is being terminated due to their unsatisfactory performance during their probationary period unsuccessful probation termination letter how to draft it right - Sep 27 2022

web sep 2 2023 use you sample unsuccessful probation termination letter as a template for your letter continue updated on september 2 2023 by andrei braidley small business alphabetic writing an unsuccessful probation termination letter is a hardly task like it imply informing can employee that their employment is being terminated just to their

staff probation letter templates staff squared - $Jul\ 26\ 2022$

web probation letter templates download and customise these probation letter templates to suit your needs we have provided templates for the three main scenarios at the end of a probation probation completed successfully probation extended probation failed

free samples unsuccessful probation termination letter - Jul 06 2023

web jun 28 2023 writing an unsuccessful probation termination letter is a difficult task as computer involves informing an employee is their employment is being terminated unpaid to you unsatisfactory performance during their probationary period she is essential to approach this task with professionalism and sensitivity as the employee may being free samples unsuccessful probation termination letter. Oct 29 2022

web jun 28 2023 learn how to write at unlucky probation termination letter use our sample termination letter as a patterns for own termination letter

unsuccessful probation letter template pdf probation scribd - Apr 03 2023

web letter of an unsuccessful probation period template you can use this letter to confirm with an employee that his or her employment will not continue beyond the probationary period if applicable you are not required by law to provide a letter like this or to have employees on probation

probation completion letter free template sample lawpath - Apr 22 2022

web successful probationary letters inform the employee that their probation period has ended successfully the end date of their probation period and the starting date of their formal employment unsuccessful probationary letters cover the reasons of the employee s employment termination the notice period as well as the employee s last day of

doc unsuccessful probation letter template academia edu - Mar 22 2022

web letter of an unsuccessful probation period template you can use this letter to confirm with an employee that his or her employment will not continue beyond the probationary period if applicable you are not required by law to provide a letter like this or to have employees on probation

unsuccessful probation letter template letter of an studocu - Jun 24 2022

web letter of an unsuccessful probation period template you can use this letter to confirm with an employee that his or her employment will not continue beyond the probationary period if applicable you are not required by law to provide a letter like this or to have employees on probation

free samples unsuccessful probation termination letter - Nov 29 2022

web jun 28 2023 in this article us will discuss the essential features that should be included in an unsuccessful probation termination buchstaben as now such some picks in drafting an effective and perceptive message 1 opening statement the opening statement of our letter should clearly and concisely state the purpose of the communication

letter of an unsuccessful probation period template fair work - Sep 08 2023

web you should make sure the employee clearly understands their role the expected level of output or performance and the expected conduct at work and provide the employee with regular performance feedback during the probation period and inform them of any changes needed to their work or conduct