

## HR Connect Quiz 4

1. The Meiorin case resulted in establishment of three questions or criteria to assess the appropriateness of a BFOQ. Which of the following is one of those three criteria?
  - a. **Is the standard rationally connected to the performance of the job?**
2. Because being drug-dependent can also be interpreted as a disability. Drug dependent persons are considered to be a(n) \_\_\_\_\_ group
  - a. **Protected**
3. Section 2 of the Canadian Charter of Rights and Freedoms guarantees freedom of association. To whom is this section of the Charter of particular importance?
  - a. **Collective bargaining partners, specifically unions**
4. Internal hiring policies, word-of-mouth hiring, or the requirements to submit a photograph with the application form all have something in common, which is that:
  - a. **Each can be a form of systemic discrimination**
5. Human resource managers have to factor in \_\_\_\_\_ into all of their long-range strategic plans that have an impact on staff and staffing given the current priority of this topic
  - a. **Employment equity requirements**
6. Which of the following factors have NOT fundamentally changed the way Canadian organizations work and whom they employ?
  - a. **Demographic and labour force changes**
7. If there is one basic rule in human resource management, it is to:
  - a. **Obey the law**
8. What is the main challenge in managing diversity?
  - a. **Changing workplace rules to enhance productivity and growth while at the same time minimizing anxiety and uncertainty**
9. John is worried about being accused of harassment because he shared a joke with a co-worker on way into work from the company parking lot. Which of the following activities would NOT get him into trouble under human rights criteria for what constitutes harassment?
  - a. **Showing his co-workers, a cartoon in which ducks look silly**
10. Which of the following was one of the outcomes of Robichaud v. Department of National Defence?
  - a. **The DND was ordered to issue a written apology, and to post the written apology in all DND facilities**
11. \_\_\_\_\_ families, such as those resulting from common-law marriages, or single-parent families, are now far more \_\_\_\_\_ than in the past
  - a. **Non-traditional; numerous**
12. The Canadian Human Rights Act applies to all but one of the following types of organizations in their dealings with the public and in their employment policies:
  - a. **Business under provincial jurisdiction**
13. One of the objectives of an organization is to project \_\_\_\_\_, which determines its attractiveness as perceived by job applicants
  - a. **Equity**