

Employment Law Test 1,. All Questions and answers. 22/23

Which of the following is a protected class characteristic?

- a) Religion
- b) Height
- c) Intelligence
- d) Management Status
- e) All of the above - ✓✓a) Religion

In disparate treatment cases

- a) the focus is on providing the employer's discriminatory intent
- b) the focus is on showing the discriminatory effects of the employers actions
- c) the focus is on showing that unfair treatment occurred
- d) the focus is on showing that the employer holds racist or sexist views
- e) The focus is on showing that the employer was trying to get back at the employee for something the employee did - ✓✓a) The focus is on providing the employer's discriminatory intent

Which of the following must be shown in order to establish a prima facie case of retaliation?

- a) that the employee was replaced by someone with differing protected class characteristics
- b) that the employee lost an employment opportunity shortly after engaging in protected activity
- c) that the employer's action was based on the employee's race, sex, or other protected class characteristic
- d) that the employer's action was based on a disagreement with a superior and that the firing was unrelated to quality of the employee's job performance
- e) all of the above - ✓✓b) that the employee lost an employment opportunity shortly after engaging in protected activity

Employment Law Question Answers

Roseanne Russell



Employment Law Question Answers:

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Nicole Elert,Christopher T. Brooks,2014-01-01 In modern employment practice the question of who falls under the jurisdiction of German labor law employees freelancers employers works councils labor unions representatives for the disabled employer s associations etc is an increasingly salient issue faced by foreign firms and firm owners human resource tax and legal departments as well as investors and foreign employees Specifically many firms have questions concerning the application of German law for establishing managing and terminating employment contracts with foreign or German workers

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Employment Law 2012 James Holland,Stuart Burnett,2012-02-02 Featuring case study questions and exercises this practical and accessible guide is particularly suitable for students taking employment law as part of their legal practice course Business Law James Marson,Katy Ferris,2020 Written with business students in mind Business Law puts the law into a context that they can grasp easily Case studies open each chapter and readers are regularly asked to consider how the content applies to routine business problems so that they fully engage with the topics understand and can approach the law independently with confidence *Key Aspects of German Employment and Labour Law* Jens Kirchner,Pascal R. Kremp,Michael Magotsch,2017-12-28 This book provides practical business orientated and accessible guidance on key aspects of German employment and labour law as well as adjoining fields This second completely revised edition presents the latest changes in German labour and employment law and jurisprudence It covers amongst other newer developments the statutory minimum wage changes in agency work extensive changes in European and German employee data protection law and includes a completely new chapter on compliance issues in the employment context Specialised lawyers with many years of experience explain the legal basis of these aspects of German law highlight typical practical problems and suggest solutions to those problems In addition examples are given on how to best manage legal pitfalls to minimise risks This book translates employment and labour law for foreign in house counsels and human resources managers at international companies and provides a clear understanding of the complex legal regulations in Germany **Employment Law in Context** David Cabrelli,2016 A contextual rigorous treatment of employment law featuring a running case example to show exactly how the law works and including extracts from key cases and source materials Employment Law David A. Cabrelli,2020

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