

HRM 591 WEEK 4 QUIZ

Legal & Ethical Considerations

1. *How has the ADAAA changed IBM's responsibility when determining whether it can reasonably accommodate the needs of an individual with a disability?*

IBM must engage in a process with the individual to determine what a reasonable accommodation is.

2. *Although the employee disabilities taskforce at IBM has made significant strides in creating an inclusive work environment, which area of disability accommodation has been left out of its initiatives?*

Those surrounding the mental health needs of employees.

3. *How is the enforcement of executive orders by the Office of Federal Contracts Compliance Programs (OFCCP) different from the enforcement by the EEOC?*

The OFCCP looks for violations rather than waiting for complaints to be filled

4. *What should be the fundamental goal of an affirmative action program in an organization?*

To address underutilization of individuals from certain protected classes

5. *What standard is used by courts in order to determine whether a hostile work environment exists in a given case of sexual harassment?*

Reasonable woman

6. *What does the signing of an authorization card signal to the NLRB?*

Potential interest in conducting a union election

7. *What rights do employers have during a union organizing campaign?*