

Section 5 and 6 of the ENP reference manual

1. Which is not considered a disability under the ADA?
 - a. Pregnancy
 - b. Alcoholism
 - c. AIDS
 - d. Diabetes

2. Which act allows employees or applicants to recover money damages against their employer?
 - a. EEOC
 - b. FLSA
 - c. CRA
 - d. ADEA

3. Which federal agency is responsible for enforcing the ADEA?
 - a. CRA
 - b. ADA
 - c. EEOC
 - d. FLSA

4. What is it called when an employers-hiring preference is a reasonable necessity for the normal operation of the business?
 - a. Bona Fide Occupational Qualification
 - b. Adverse Impact
 - c. Deliberate Difference
 - d. none of the above

5. The most common type of discrimination is what?
 - a. Bona Fide Occupational Qualification
 - b. Disparate Treatment
 - c. Adverse Impact
 - d. Disability

6. Which one of the below does the term “protected status” not include?
 - a. military status
 - b. age
 - c. parenthood
 - d. marital status

7. Organizational Research examines background information about the organization in all but one? Which one does not apply to organizational research from public relations guidelines?
- a. Trends Analysis
 - b. Philosophy & Mission
 - c. **Organizational Files**
 - d. Culture & History
8. Research information that's attainable from case studies is called what?
- a. Descriptive Research
 - b. Survey Research
 - c. Organizational Research
 - d. **Archival Research**
9. The true definition of "hard news" is what?
- a. news attained in a difficult environment
 - b. **changes in the human environment**
 - c. difficult for the audience comprehend
 - d. difficult to watch
10. A neutral employment policy or practice that by its operation discriminates against employees in a protected classification is called what?
- a. Bona Fide Occupational Qualification
 - b. Disparate Treatment
 - c. **Adverse Impact**
 - d. Deliberate Indifference