Human Resource Management (Canadian) 5th edition Steen Test Bank

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Chapter 02
The Legal Context for HRM and Creating Safe and Healthy Workplaces

True / False Questions

1. The legal landscape for human resource management is complex and evolving, however the laws are identical among the various jurisdictions in Canada.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-03 The Legal Context for HRM in Canada

2. Having people of different backgrounds and experiences represented in the workplace refers to diversity.
TRUE

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-04 Valuing Diversity and Inclusion

3. "Inclusion" is another name for "diversity."
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-04 Valuing Diversity and Inclusion

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4. Federal, provincial, and territorial governments in Canada all play an important role in creating the legal environment for human resource management.
TRUE

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-06 The Legal Framework for HRM

5. Approximately 94 percent of Canadian employers and their employees are covered by provincial/territorial legislation.
TRUE

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-06 The Legal Framework for HRM

6. In Canada, banks are covered by provincial/territorial legislation.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-06 The Legal Framework for HRM

7. Hospitals, schools, colleges, and universities are covered by federal legislation.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-06 The Legal Framework for HRM

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8. Discrimination means to treat someone differently, negatively, or adversely because of their race, age, religion, sex, or other prohibited ground.
TRUE

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-08 Protecting Human Rights at Work

9. Direct discrimination involves practices or policies that appear to be neutral but have an adverse effect on someone on the basis of a prohibited ground.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-08 Protecting Human Rights at Work

10. For a behaviour to be considered "harassment" it must be physical in nature.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-11 Protection from Harassment

11. According to a recent Insights West poll of working women in Canada, approximately 1 in 10 say they have experienced sexual harassment.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-11 Protection from Harassment

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12. Women are an employment equity designated group.
TRUE

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-12 Employment Equity

13. The Personal Information Protection and Electronic Documents Act (PIPEDA) gives individuals the right to access and request correction of the personal information an organization may have collected about them.
TRUE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-13 Protection of Privacy

14. The use of unpaid interns is likely a violation of pay equity legislation.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-15 Controversies
Topic: 02-16 Pay Equity

15. Pay equity is a principle of nondiscrimination in wages that requires men and women working the same number of hours to be paid the same.
FALSE

Accessibility: Keyboard Navigation
Blooms: Analyze
Difficulty: Hard
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-16 Pay Equity

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16. The Canadian Human Rights Commission provides oversight and enforces human rights legislation in organizations that fall under federal jurisdiction.
TRUE

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-18 Human Rights Commissions

17. The effective management of health and safety in the workplace includes more than legal compliance.
TRUE

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-21 Workplace Health and Safety

18. Safety in the workplace is based on the foundation of an *external* responsibility system whereby governments are responsible for creating and maintaining safe and healthy work environments.
FALSE

Accessibility: Keyboard Navigation
Blooms: Analyze
Difficulty: Hard
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-22 Internal Responsibility System

19. A health and safety committee is comprised of members from the government and participating organizations.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-23 Health and Safety Committees

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20. The top organizational concern about the legalization of recreational cannabis is testing.
FALSE

Accessibility: Keyboard Navigation
Blooms: Analyze
Difficulty: Hard
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-25 Some Recent Workplace Hazards and Safety Issues

21. The Workplace Hazardous Materials Information System (WHMIS) is related to the worker's "right to know."
TRUE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-26 Employee Rights and Responsibilities

22. Bill C-45 (Westray Bill) makes anyone who directs the work of others criminally liable for safety offences.
TRUE

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-27 Enforcement of Occupational Health and Safety Regulations

23. In addition to ensuring a safe physical working environment, employers are responsible for providing psychological safety for employees.
TRUE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-28 Psychological Safety

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24. The number of time-loss injuries in Canada has declined each year since 2000.
FALSE

Accessibility: Keyboard Navigation
Blooms: Analyze
Difficulty: Hard
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-29 Impact of Occupational Health and Safety Legislation

25. Experienced employees are unlikely to need safety retraining because they are familiar with the dangers associated with their work.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-31 Identifying and Communicating Job Hazards

26. Employee assistance programs (EAPs) focus primarily on treating alcoholism.
FALSE

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-33 Employee Health and Wellness Programs

27. Cultural and legal differences make it more difficult to ensure the safety of employees working internationally.
TRUE

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-35 Promoting Safety Internationally

Multiple Choice Questions

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28. _____ is about behaviour that creates an environment where people experience a sense of belonging, feeling respected, valued, and seen as who we are as individuals.
A. Discrimination
B. Diversity
C. Inclusion
D. Initiative taking
E. Differential treatment

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-04 Valuing Diversity and Inclusion

29. Diversity can be calculated, tracked, and reported—it's about:
A. inclusion.
B. differences.
C. similarities.
D. safety.
E. strategy.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-04 Valuing Diversity and Inclusion

30. What level or type of government plays an important role in creating the legal environment for human resource management?
A. Municipal
B. Territorial
C. Provincial
D. Federal
E. Territorial, Provincial, and Federal

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-06 The Legal Framework for HRM

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31. Which of the following organizations are NOT covered by federal legislation?
A. Airlines
B. Television and radio stations
C. Grain elevators, feed, and seed mills
D. Retail and hospitality businesses e.g. stores and restaurants
E. Uranium mining and processing

Accessibility: Keyboard Navigation
Blooms: Analyze
Difficulty: Hard
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-06 The Legal Framework for HRM

32. All of the following are prohibited grounds of discrimination under federal legislation, EXCEPT:
A. Religion
B. Gender identity
C. Obesity
D. Pardoned conviction
E. Age

Accessibility: Keyboard Navigation
Blooms: Analyze
Difficulty: Hard
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-08 Protecting Human Rights at Work

33. If a woman is denied a job on the basis that she has school-age children, but men with school-age children obtain employment, this is an example of:
A. respectful behaviour.
B. compassionate treatment.
C. differential treatment.
D. strategic recruitment.
E. the duty to accommodate.

Accessibility: Keyboard Navigation
Blooms: Apply
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-09 How Would You Know?

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34. Is differential treatment of employees ever legal?
A. Yes, when employing people older than 55 years of age.
B. Yes, when there is a bona fide occupational requirement.
C. Yes, when employing people with disabilities.
D. Yes, when employees do not file complaints.
E. No, differential treatment of employees is always illegal.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-09 How Would You Know?

35. A bona fide occupational requirement (BFOR) must be:
A. an industry-wide, recognized practice.
B. a necessary, not merely preferred, qualification for performing a job.
C. acceptable to all managers and supervisors.
D. acceptable to all employees.
E. All of the choices are correct.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-09 How Would You Know?

36. Who is responsible to prove the existence of a BFOR if any complaint of discrimination should arise?
A. Employer
B. Employee
C. Government
D. Lawyers
E. Privacy Commissioner

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-09 How Would You Know?

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37. The employer's duty to accommodate extends to the point of:
A. inconvenience.
B. employer preference.
C. employee preference.
D. undue adjustment.
E. undue hardship.

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-10 What is the Employer's Duty to Accommodate?

38. Harassment is a form of:
A. discrimination.
B. accommodation.
C. work style.
D. communication.
E. differential treatment.

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-11 Protection from Harassment

39. Which of the following is NOT a designated employment equity group?
A. Women
B. Members of visible minorities
C. Elderly people
D. Persons with disabilities
E. Aboriginal peoples

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-12 Employment Equity

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40. What federal legislation provides rules for how private-sector organizations collect, use, or disclose information about employees in the course of for-profit commercial activities in Canada?
A. Canadian Human Rights Act
B. Charter of Rights and Freedoms
C. Employment Equity Act
D. Personal Information Protection and Electronic Documents Act (PIPEDA)
E. Official Languages Act

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-13 Protection of Privacy

41. Employment/Labour Standards legislation covers all the following areas, EXCEPT:
A. maximum wage.
B. hours of work and work scheduling.
C. minimum wage.
D. parental leave.
E. overtime pay.

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-14 Employment/Labour Standards

42. _____ is a current controversy related to employment/labour standards.
A. Protecting employees' privacy
B. The use of unpaid interns
C. Harassment
D. Employment equity
E. All of the choices are correct.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-15 Controversies

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43. Pay equity legislation is intended to address the _____ gap between men and women in the workplace.
A. skill
B. education
C. wage
D. age
E. job satisfaction

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-16 Pay Equity

44. The _____ provides individuals under federal jurisdiction a means to resolve complaints of discrimination.
A. Canadian Human Rights Commission
B. (Office of the) Privacy Commissioner of Canada
C. Pay Equity Advisor of Canada
D. Canada Labour Code
E. Canadian Tribunal

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-18 Human Rights Commissions

45. Which of the following is NOT a role of Employment/Labour Standards offices?
A. Provide tools and online resources for employees
B. Provide tools and online resources for employers
C. Hear complaints
D. Conduct investigations
E. Address allegations of discrimination

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-20 Employment/Labour Standards Offices

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46. Increasingly, organizations are taking a strategic approach to occupational health and safety by:
A. focusing on legal compliance.
B. avoiding responsibility for worker health and safety.
C. holding employees solely responsible for safe operations.
D. adopting a values-based commitment to safe operations.
E. both "focusing on legal compliance" and "avoiding responsibility for worker health and safety."

Accessibility: Keyboard Navigation
Blooms: Analyze
Difficulty: Hard
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-21 Workplace Health and Safety

47. Safety in the workplace is based on the foundation of a(n):
A. external responsibility system.
B. government system.
C. internal responsibility system.
D. dangerous system.
E. worker at fault system.

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-22 Internal Responsibility System

48. Health and safety committees are _____ by the employer and employees at large (or union) to address health and safety issues in a workplace.
A. elected
B. randomly assigned
C. contracted
D. judged
E. jointly appointed

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-23 Health and Safety Committees

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49. At a minimum, employers, managers, and supervisors have a duty to provide a safe workplace. Their responsibilities include all of the following, EXCEPT:
A. pay employees more if they are willing to perform unsafe work.
B. identify the need for training for employees and themselves.
C. supply personal protective equipment and ensure workers know how to use the equipment.
D. take every reasonable precaution to ensure the workplace is safe.
E. immediately report all critical injuries to the appropriate government department.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-24 What Are the Responsibilities of Employers, Managers, and Supervisors?

50. _____, especially in safety-sensitive roles, is the top concern for employers as Canada became the first G7 country to legalize and regulate recreational cannabis on a national scale.
A. Intoxication at work
B. Safety
C. Disclosure
D. Cost
E. Testing

Accessibility: Keyboard Navigation
Blooms: Analyze
Difficulty: Hard
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-25 Some Recent Workplace Hazards and Safety Issues

51. Which of the following is NOT a fundamental right of Canadian workers?
A. Right to know about hazards in the workplace.
B. Right to participate in workplace health and safety activities.
C. Right to refuse unsafe work.
D. Right to refuse to follow posted safety instructions.
E. All of the choices are fundamental rights of Canadian workers.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-26 Employee Rights and Responsibilities

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52. The Workplace Hazardous Materials Information System (WHMIS) relates to the worker's:
A. right to refuse unsafe work.
B. right to know about actual and potential dangers in the workplace.
C. responsibility to follow safety rules and regulations.
D. right to participate in workplace health and safety activities.
E. right to refuse all dangerous work.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-26 Employee Rights and Responsibilities

53. Bill C-45 (the Westray Bill) increased the maximum consequences to organizations and anyone who directs the work of others to:
A. $25,000 fine.
B. $100,000 fine.
C. unlimited fines.
D. life imprisonment.
E. both "unlimited fines" and "life imprisonment."

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-27 Enforcement of Occupational Health and Safety Regulations

54. Workplace safety includes both physical and _____ safety.
A. psychological
B. regulated
C. legal
D. future
E. informal

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-28 Psychological Safety

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55. Workplace violence includes:
A. harassment.
B. verbal or written threats expressing intent to inflict harm.
C. verbal abuse e.g. swearing.
D. physical attacks e.g. hitting or pushing.
E. All of the choices are forms of workplace violence.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-28 Psychological Safety

56. Which of the following is a primary component of a safety awareness program?
A. Identifying and communicating hazards
B. Reinforcing safe practices
C. Promoting safety internationally
D. Identifying and communicating hazards, reinforcing safe practices, and promoting safety internationally.
E. Only "identifying and communicating hazards" and "reinforcing safe practices."

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Hard
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-30 Employer-Sponsored Health and Safety Programs

57. The safety technique that involves breaking a job down into basic elements, then rating each element for its potential for harm or injury is known as:
A. job design.
B. job hazard analysis technique.
C. job analysis.
D. hazard analysis.
E. technic of operations review.

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-31 Identifying and Communicating Job Hazards

Human Resource Management (Canadian) 5th edition Steen Test Bank

58. The first step of a technic of operations review analysis of an accident is to:
A. establish the facts surrounding the incident.
B. identify the basic elements of the job.
C. rate each of the basic job elements for its hazard potential.
D. identify the single, systemic failure that most likely contributed to the incident.
E. identify two or three secondary factors that likely contributed to the incident.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-31 Identifying and Communicating Job Hazards

59. What type of worker is particularly vulnerable to workplace injury or illness?
A. Women
B. Young and new
C. Older
D. More experienced
E. All types of workers are equally at risk.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-31 Identifying and Communicating Job Hazards

60. One common technique for reinforcing safe practices is implementing a _____ to reward workers for their support and commitment to safety goals.
A. safety incentive program
B. safety awareness program
C. performance pay program
D. productivity incentive program
E. All of the choices are correct.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-32 Reinforcing Safe Practices

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61. Organizations that place a strategic emphasis on corporate wellness achieve all of the following economic benefits, EXCEPT:
A. reduced injury insurance costs.
B. enhanced productivity.
C. reduced costs due to less employee turnover.
D. increased absenteeism.
E. reduced disability insurance costs.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Hard
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-33 Employee Health and Wellness Programs

62. A confidential, short term, counselling service for employees with personal issues that affect their work performance is called a(n):
A. employee health and wellness program.
B. operations review.
C. employee assistance program (EAP).
D. job hazard analysis.
E. safety audit.

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-34 Employee Assistance Programs (EAPs)

Short Answer Questions

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63. Demonstrate your understanding of diversity and inclusion.

Diversity refers to having people of different backgrounds and experiences represented in the workplace. Diversity is about differences that can be calculated, tracked and reported. On the other hand, inclusion refers to behaviours that create an environment where people experience a sense of belonging, feeling respected, valued, and seen for who they are as individuals.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-04 Valuing Diversity and Inclusion

64. Outline the legal framework of human resource management in Canada.

Approximately 94 percent of firms are covered by provincial or territorial legislation. 6 percent of firms are covered by federal legislation. It can be challenging to maintain compliance with legal requirements for firms with employees who work in more than one jurisdiction. Firms in the federal list include federal government departments, agencies, and most federal Crown corporations, airlines, banks, etc. (See Table 2.2). Provincially- and territorially-regulated organizations include retailers and hospitality businesses, hospitals, schools, colleges and universities and all other organizations not specifically listed as falling under federal legislation. (See Table 2.2). Areas covered by all federal, provincial and territorial legislation include human rights, employment/labour standards, privacy, and health and safety.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-01 Explain the overall context and legal framework for human resource management in Canada.
Topic: 02-06 The Legal Framework for HRM

Human Resource Management (Canadian) 5th edition Steen Test Bank

65. Define discrimination. Differentiate between direct and indirect discrimination. Provide an example of each type of discrimination.

Discrimination means to treat someone differently, negatively, or adversely because of their race, age, religion, sex, or other prohibited ground. See Figure 2.1.

Direct discrimination: Policies or practices that clearly make a distinction on the basis of a prohibited ground e.g. not hiring the job candidate likely to be the highest performer because she is pregnant.
Indirect discrimination: Polices or practices that appear to be neutral but have an adverse effect on the basis of a prohibited ground e.g. a company that has a policy of not employing any part-time workers appears to be equally applied to everyone, however, the effect of this policy is not neutral because someone with family responsibilities would be denied the ability to reduce their work hours.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-08 Protecting Human Rights at Work

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66. Define sexual harassment, identify and discuss the two major types of sexual harassment, and indicate four steps firms may take to ensure workplaces are free from sexual harassment.

Sexual harassment refers to any conduct comment, gesture, or contact of a sexual nature that is likely to cause offence or humiliation to any employee.
The two major types of sexual harassment are:

1. Quid pro quo sexual harassment - perceived as placing a condition of a sexual nature on their employment
2. Hostile or poisoned work environment sexual harassment - offence or humiliation by another person's behaviour

Steps firms should take:

1. Develop a clear policy statement stating that sexual harassment will not be tolerated.
2. Ensure all employees are aware of the policy and receive training.
3. Develop a mechanism for reporting harassment in a way that encourages people to speak out.
4. Act promptly to discipline those who engage in harassment, as well as to protect the victims of harassment.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-11 Protection from Harassment

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67. Employment equity legislation attempts to eliminate employment barriers to four designated groups. Demonstrate your knowledge of employment equity by identifying and briefly explaining who is included in each of the designated groups.

1. Women - self-explanatory.
2. Indigenous people - an Indigenous person is a North-American Indian or a member of a First Nation, Metis, or Inuit.
3. Members of visible minorities - a person in a visible minority group is someone, other than an Aboriginal person, who is non-white in colour regardless of place of birth.
4. Persons with disabilities - a person who has a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment.

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Easy
Learning Objective: 02-02 Discuss major areas of employment legislation including their relevance and implications for HRM.
Topic: 02-16 Pay Equity

68. What are some examples of contemporary workplace hazards and safety issues discussed in your textbook? Briefly discuss the implications of each of the examples identified.

Legalization of cannabis for recreational use is a significant organizational concern for a variety of reasons including workplace safety; impairment or intoxication at work; increased use inside and/or outside of work; testing; accommodation and disclosure; and associated cost.

Use of mobile devices relates to the associated potential hazards and distractions.

Worker fatigue has also emerged as a significant issue due to the connection between hours of sleep and workplace injuries.

Accessibility: Keyboard Navigation
Blooms: Understand
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-25 Some Recent Workplace Hazards and Safety Issues

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69. Employees have both rights and responsibilities with respect to workplace health and safety. Identify and briefly describe employees' rights and responsibilities that are protected by occupational health and safety legislation.

Responsibilities: The internal responsibility system assigns responsibilities for health and safety to both employers, managers/supervisors, and employees. Employees' responsibilities include working in compliance with OH&S requirements, using personal protective equipment as directed by the employer, reporting workplace hazards and dangers, and working in a manner as required by the employer, and using the provided safety equipment.

Rights: All Canadian workers have three fundamental rights that are protected by occupational health and safety regulations:

1. The right to refuse unsafe work.
2. The right to participate in the health and safety in the workplace through a health and safety committee or as a health and safety representative.
3. The right to know or the right to be informed about actual and potential dangers in the workplace.

Accessibility: Keyboard Navigation
Blooms: Remember
Difficulty: Medium
Learning Objective: 02-03 Identify the requirements and implications of workplace health and safety.
Topic: 02-26 Employee Rights and Responsibilities

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70. What is the role of employers to reinforce safe behaviours? What practices do firms implement to reinforce safe behaviours in the workplace?

To ensure safe behaviours, employers should not only define how to work safely but also reinforce the desired behaviour. One common technique for reinforcement is implementing a safety incentive program to reward workers for their support and commitment to safety goals. Such programs generally start by focusing on monthly and quarterly goals and encouraging suggestions for improving safety.

Programs can then be expanded to include more wide-ranging, long-term goals. Employers may distribute awards for safety in public such as company or department meetings. Besides focusing on specific jobs, organizations can target particular types of injuries or disabilities, especially those for which employees may be at risk. For example, organizations may target eliminating eye injuries through a combination of job analysis, workplace policies, safety training, protective eyewear, rewards and sanctions, and management support.

For companies that operate internationally, the organization will need to use strong communications and oversight to protect workers' health and safety. This is especially true when operating in countries that may have different cultural values related to safety and/or may interpret corporation-wide safety policies differently.

Accessibility: Keyboard Navigation
Blooms: Apply
Difficulty: Hard
Learning Objective: 02-04 Discuss the ways employers promote worker health and safety.
Topic: 02-35 Promoting Safety Internationally

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