



# PHR<sup>Q&As</sup>

Professional in Human Resources

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### QUESTION 1

Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Title VII of the Civil Rights Act of 1964
- B. ADA and Rehabilitation Act of 2008
- C. ADEA of 1967
- D. Fair Labor Standards Act of 1958

Correct Answer: A

Title VII of the Civil Rights Act of 1964 prohibits discrimination based on race, color, religion, sex, or national origin.

Answer option D is incorrect. The Fair Labor Standards Act of 1958, also known as the Equal Pay Act, prohibits sex-based wage discrimination.

Answer option C is incorrect. ADEA of 1967 prohibits discrimination in employment on the basis of age (40 years or older).

Answer option B is incorrect. Americans with Disabilities Act (ADA) and Rehabilitation Act of 2008 make important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of

EEOC's ADA regulations.

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### QUESTION 2

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts used the terminology "work now, grieve later" to describe the urgency of performing work?

- A. Clayton Act
- B. National Labor Relations Act
- C. Railway Labor Act
- D. National Industrial Recovery Act

Correct Answer: C

The Railway Labor Act was a critical win for the management, in that it helped keep trains, and later airlines, from striking - to disrupt travel of citizens. The act was created to keep the trains moving - with a few exceptions, such as safety.

Answer option A is incorrect. The Clayton Act clarified language in the Sherman Antitrust Act, and deemed labor unions and agricultural unions exempt from the Sherman Antitrust Act. Answer option D is incorrect. The National Industrial

Recovery Act guaranteed laborers the right to organize and bargain collectively.

Answer option B is incorrect. The National Labor Relations Act, also known as the Wagner Act, guaranteed the right to self-organization, to form, join, or assist labor organization, to bargain collectively through representatives of their own



choice.

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### QUESTION 3

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the Regents of the University of California versus Bakke lawsuit primarily accomplish?

- A. Universities could not use race as the reason to exclude an applicant to a college admissions program, but the university could use race as one of the reasons to include a person as an applicant to a college admissions program.
- B. Universities could not hire a person based solely on their race.
- C. Universities could not use race as a reason to not hire a person, but could use race as a reason to hire a person.
- D. Universities could not use race as a reason to include or to exclude a person from a college admissions program.

Correct Answer: A

The Regents of the University of California versus Bakke lawsuit, barred race as the sole criteria for excluding an applicant from consideration to an admissions program, but did allow race to be one of the factors for admission to the program. Answer options B, C, and D are incorrect. These are not valid definitions of University of California versus Bakke lawsuit.

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### QUESTION 4

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

- A. Walsh-Healey Public Contracts Act
- B. Portal-to-Portal Act
- C. Davis-Bacon Act
- D. Fair Labor Standards Act

Correct Answer: A

The Walsh-Healey Public Contracts Act addressed contractors with the federal government that exceed \$10,000, to pay an established minimum wage to workers employed through the contract. This act was passed in 1936. This act also addressed, however, the requirements of sanitary working conditions for employees. Answer option C is incorrect. In 1931 the Davis-Bacon Act was the first piece of legislation to actually establish a minimum wage. The act was, however, limited to the construction industry. Answer option D is incorrect. The Fair Labor Standards Act was passed in 1938. It addressed minimum wage, overtime pay, child labor, and record keeping. Answer option B is incorrect. The Portal-to-Portal Act of 1947 clarified the hours of working for the purpose of minimum wage and overtime pay.

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### QUESTION 5

What act prohibits discrimination on the basis of physical and mental disabilities?

- A. ADEA of 1967



B. Rehabilitation Act of 1973

C. VEVRAA of 1974

D. IRCA of 1986

Correct Answer: B

The Rehabilitation Act of 1973 prohibits discrimination on the basis of physical and mental disabilities.

Answer option A is incorrect. The ADEA of 1967 is the Age Discrimination in Employment Act and addresses discrimination against employees and applicants greater than 40 years of age. Answer option C is incorrect. VEVRAA is the

Vietnam Era Veteran's Readjustment Assistance Act. Answer option D is incorrect. IRCA is the Immigration Reform and Control Act, which prohibits discrimination on the basis of national origin and creates penalties for hiring illegal aliens.

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