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HRCI Professional in Human Resources Sample Questions (Q86-Q91):

NEW QUESTION # 86

What records should be stored separately from personnel files?

- A. Wage garnishments
- B. Resignation letters
- C. Written warnings
- D. Severance agreements

Answer: A

Explanation:

Wage garnishments and other personal financial/legal documents must be stored separately from general personnel files to protect

confidentiality and comply with data privacy regulations.

Official Extract:

"Confidential records, including wage garnishments, medical records, and background checks, must be maintained separately from personnel files to ensure privacy and legal compliance." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Recordkeeping and Confidentiality Standards)

NEW QUESTION # 87

Jan is the HR Professional for your organization. An employee within the organization has filed a charge with the EEOC that discrimination has been done by your organization against her. The EEOC has investigated the case and has found that there is no reasonable cause against your company. The person filing the charge, however, still believes that discrimination has occurred. How long does this person have, to file a lawsuit against your company?

- A. Once the EEOC has found that there is no reasonable cause, the complainant cannot file a lawsuit to sue.
- **B. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 90 days of the EEOC's findings.**
- C. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 30 days of the EEOC's findings.
- D. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 180 days of the EEOC's findings.

Answer: B

NEW QUESTION # 88

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position. One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A. Disparate impact
- **B. Disparate treatment**
- C. Accommodation
- D. Perpetuating past discrimination

Answer: B

NEW QUESTION # 89

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which one of the following is not one of the four dimensions of organizational culture?

- A. Heroes
- B. Rites and Rituals
- C. Values
- **D. Joy**

Answer: D

NEW QUESTION # 90

Jan is the HR Professional for your organization. An employee within the organization has filed a charge with the EEOC that discrimination has been done by your organization against her. The EEOC has investigated the case and has found that there is no reasonable cause against your company. The person filing the charge, however, still believes that discrimination has occurred. How long does this person have, to file a lawsuit against your company?

- A. Once the EEOC has found that there is no reasonable cause, the complainant cannot file a lawsuit to sue.
- B. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 30 days of the EEOC's findings.
- C. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 180 days of the

- D. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 90 days of the EEOC's findings.

NEW QUESTION # 91

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