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CFE-Law Answers Free & Exam CFE-Law Introduction

The bundle has an ACFE CFE-Law exam questions and answers, desktop practice software, and web-based software. All the preparation products have been designed carefully with advice from hundreds of professional ACFE certified experts. This ACFE

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ACFE Certified Fraud Examiner Sample Questions (Q194-Q199):

NEW QUESTION # 194

Which of the following is most likely to affect the rights that an employee may have during an internal investigation?

- A. Whether the employee has signed a noncompetition agreement
- **B. Whether the employee has signed a union contract**
- C. The length of the employee ' s tenure at the organization
- D. The likelihood of the employee ' s guilt or innocence

Answer: B

Explanation:

The correct answer is C. Whether an employee is covered by a union contract can significantly affect the employee's rights during an internal investigation because unionized employees may have representation rights during investigatory interviews. In the United States, the National Labor Relations Board explains that employees in unionized workplaces can have Weingarten rights, meaning they may request union representation during an interview the employee reasonably believes could lead to discipline.

That makes a union or collective bargaining agreement far more relevant to investigation rights than the other choices. Option A, the employee's length of service, might matter in some human-resources settings but does not usually determine the employee's legal investigation rights. Option B, a noncompetition agreement, concerns post-employment competition restrictions rather than representation, questioning, or procedural protections during an internal inquiry. Option D, the likelihood of guilt or innocence, is likewise not what determines the employee's rights; legal protections apply based on the governing employment relationship and applicable labor law, not the employer's suspicion level. For fraud examiners, this distinction matters because interview procedures can change depending on whether the employee is unionized or otherwise contractually protected. Therefore, the factor most likely to affect the employee's rights is whether the employee has signed a union contract.

NEW QUESTION # 195

Ramona is investigating Eugene for misconduct Ramona and Eugene both work for Elek-Tek, which operates in a jurisdiction with evil laws for defamation, invasion of privacy and conflict of interest During the investigation Ramona obtained

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