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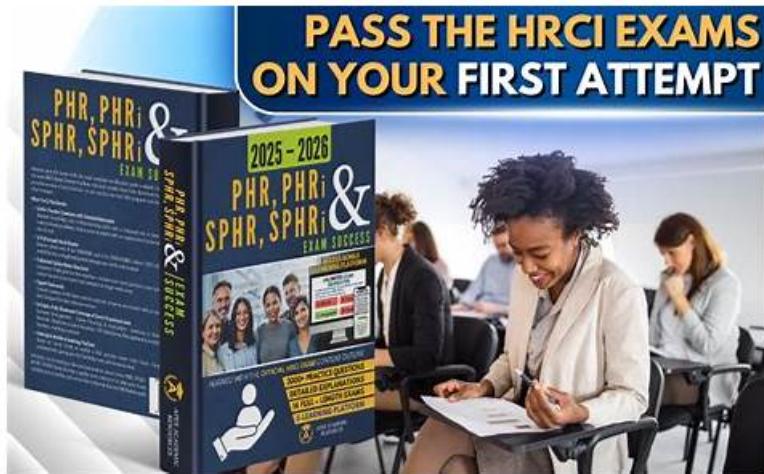

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HRCI Professional in Human Resources Sample Questions (Q26-Q31):

NEW QUESTION # 26
The safest HR practice in preventing defamation charges from employment verifications is to provide:

- A. Dates of employment.
- B. Attendance records.
- C. Reasons for termination.
- D. Documented performance.

Answer: A

Explanation:

Providing only dates of employment and sometimes job titles is considered the safest practice to minimize defamation risk during reference checks or employment verifications.

Official Extract:

"Best practice recommends limiting employment verification disclosures to dates of employment and position held to avoid defamation, invasion of privacy, and negligent referral claims." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Employee Relations Practices)

NEW QUESTION # 27

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. OSHA form 301 is used to document the incident that caused the work-related injury or illness. How long is an organization required to keep the form on record?

- A. 90 days following the year of the incident
- B. Three years following the year of the incident
- C. One year from the date of the incident
- D. Five years following the year of the incident

Answer: D

NEW QUESTION # 28

Which of the following are non-monetary rewards that a company can provide to its employees?

- A. Cash compensation
- B. Flexible hours
- C. Opportunity to learn
- D. Recognition

Answer: B,C,D

NEW QUESTION # 29

Family medical coverage while the employee is on leave:

- A. Can be paused during the leave
- B. Is offered at the same employee/employer rate
- C. May be extended for an additional 60 days

Answer: B

Explanation:

Under USERRA, employers must continue offering health coverage at the same cost as active employees for up to 24 months during military service.

Official Extract:

"Employers must maintain health coverage for employees on military leave at the same contribution rates as if the employee had remained actively employed." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, USERRA Compliance)

NEW QUESTION # 30

Which of the following constitutes a hostile work environment?

- A. A manager favors attractive female employees
- B. A manager takes disciplinary action against an employee for whistleblowing
- C. An attendance management policy is not consistently administered
- D. An employee considers a transfer after hearing several sexually explicit conversations

Answer: D

Explanation:
A hostile work environment exists when employees are subjected to unwelcome conduct based on a protected characteristic (like gender or sex) that is severe or pervasive enough to create an abusive workplace. Hearing sexually explicit conversations qualifies.
Official Extract:
"A hostile work environment arises when inappropriate behavior based on protected characteristics interferes with an employee's ability to perform work duties and creates an intimidating or offensive environment." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Harassment and Workplace Conduct)

NEW QUESTION # 31

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