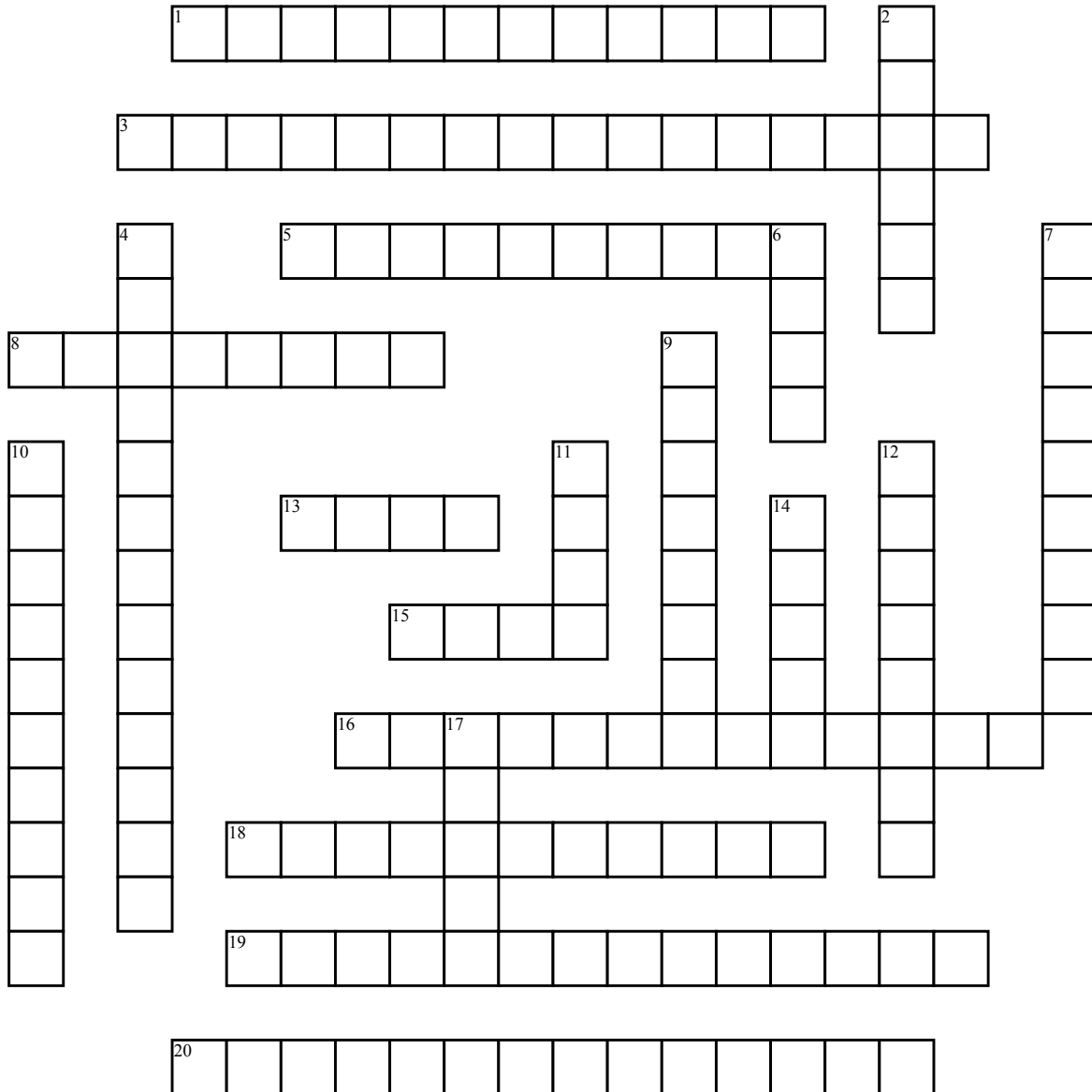


# Employment Law



**Across**

- 1. Federal Law is a minimum requirement and is enforceable by fines, by corrective action, and in some situations through \_\_\_\_\_.
- 3. Signs of Potential \_\_\_\_\_ might include: pictures, off colored jokes; above average rates of staff transfers, or a “layered” environment (where managers are mainly one gender and subordinates mainly another), or where there are large amounts of fraternization.
- 5. Child Labor Limits; Children under 14 are \_\_\_\_\_ for hire.
- 8. Any immoral or discriminatory use or illegal access to State computers or Internet or sharing of files is prohibited. Employee messages and sites accessed on the job can and will be monitored. Violation of this policy may lead to dismissal or \_\_\_\_\_ prosecution.
- 13. Title VII of the 1964 Civil Rights Act made it illegal to discriminate on the basis of?
- 15. The \_\_\_\_\_ requires that individuals be given up to 12 weeks of family medical leave without pay,

- 16. The 1991 Act also prohibits “\_\_\_\_\_”, which is an alternative scoring mechanism for different races or genders, along with different cutoff or different passing scores for protected classes.
  - 18. Which 1963 Act protects both men and women who perform substantially the same work?
  - 19. The ADEA protects against age \_\_\_\_\_ in hiring, employee benefits, and exempts police and firefighters from hiring and retiring protection.
  - 20. Title VII of the 1964 Civil Rights Act made it illegal to discriminate on the basis of?
- Down**
- 2. Title VII of the 1964 Civil Rights Act made it illegal to discriminate on the basis of?
  - 4. OSHA also provides a “\_\_\_\_\_ Program” to protect workers who speak out and request inspections due to perceived health and safety violations.

- 6. The Civil Rights Act of 1964 also established the \_\_\_\_\_ (abbreviation) to enforce this act?
- 7. The Pregnancy Discrimination Act (PDA) of 1978 was enacted by congress to amend the Civil Rights Act and requires that pregnancy be treated the same as any other \_\_\_\_\_ disability.
- 9. Title VII of the 1964 Civil Rights Act made it illegal to discriminate on the basis of?
- 10. Types of Sexual Harassment include both hostile environment and ?
- 11. What agency oversees job safety and has the power to inspect workplaces and impose fines?
- 12. It is an unlawful discriminatory practice for an employer, unless based on a \_\_\_\_\_ occupational qualification or other statutory prohibition, to refuse to hire, to discharge, to promote or demote or to discriminate
- 14. The EEOC and the Department of \_\_\_\_\_ investigate discrimination and OSHA complaints.
- 17. Title VII of the 1964 Civil Rights Act made it illegal to discriminate on the basis of?