EMPLOYMENT LAW PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR THE FULL VERSION STUDY GUIDE

https://employmentlaw.examzify.com

Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright 1

Table of Contents 2

Introduction 3

How to Use This Guide 4

Questions 5

Answers 8

Explanations 10

Next Steps 16

SAMPLE

Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

SAMPLE

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

SAMPLE

Questions

SAMPLE

1. **Under the ADA, how should performance appraisals for disabled persons be conducted?**

   A. They should not hold disabled persons to the same standards as non-disabled persons.

   B. They cannot consider difficulties in non-essential job functions.

   C. They should assess performance both with and without reasonable accommodations.

   D. They are not permitted due to disadvantages faced by disabled employees.

2. **Which statement best explains "disparate impact" in employment discrimination?**

   A. It focuses on discriminatory intent.

   B. It refers to policies that disproportionately affect a protected group.

   C. It suggests that all individuals must be treated the same.

   D. It addresses issues of individual performance.

3. **What consequences may an employee face for not returning to work after FMLA leave?**

   A. They will receive a warning

   B. They may lose their job or face disciplinary action

   C. They will be placed on unpaid leave

   D. They will be entitled to additional leave

4. **What does "job analysis" involve in employment law?**

   A. Developing employee training programs

   B. Evaluating industry salary standards

   C. Assessing job responsibilities and compliance with laws

   D. Conducting employee performance reviews

5. **What does FMLA stand for in employment law?**

   A. Federal Medical Leave Act

   B. Family Medical Leave Act

   C. Flexible Medical Leave Act

   D. Fair Medical Leave Act

SAMPLE

6. Under the payroll method related to Title VII, which is true regarding employee count?

A. Employers are covered if they have at least 20 employees on payroll

B. Count includes part-time employees on a proportional basis

C. Employees are counted for each full week of employment duration

D. Employers are covered if they have more than $500,000 in payroll

7. What is the requirement for a condition to be considered substantially limiting?

A. Render an employee unable to perform her previous job

B. Be chronic or expected to have a long-term impact on functioning

C. Make it impossible to perform one or more major life activities without corrective devices

D. All of the above

8. Which agency is responsible for administering and enforcing the National Labor Relations Act?

A. Federal Mediation and Conciliation Service (FMCS).

B. Federal Labor Relations Authority (FLRA).

C. National Labor Relations Board (NLRB).

D. National Mediation Board (NMB).

9. Which federal law protects whistleblowers from retaliation in the workplace?

A. Employee Relations Act

B. Whistleblower Protection Act

C. Fair Labor Standards Act

D. Occupational Safety and Health Act

10. Which statement is true regarding OSHA's permanent standards?

A. They must be followed without exception.

B. They apply to firms in all industries.

C. They are adopted only after a lengthy process of public hearings and documentation.

D. All of the above.

SAMPLE

Answers

SAMPLE

1. C
2. B
3. B
4. C
5. B
6. C
7. D
8. C
9. B
10. C

SAMPLE

Explanations

SAMPLE

1. Under the ADA, how should performance appraisals for disabled persons be conducted?

A. They should not hold disabled persons to the same standards as non-disabled persons.

B. They cannot consider difficulties in non-essential job functions.

C. They should assess performance both with and without reasonable accommodations.

D. They are not permitted due to disadvantages faced by disabled employees.

The Americans with Disabilities Act (ADA) emphasizes the importance of providing equitable treatment to individuals with disabilities in the workplace, including during performance appraisals. Conducting performance appraisals by assessing performance both with and without reasonable accommodations is essential for ensuring that disabled employees are evaluated fairly and accurately. This approach acknowledges that reasonable accommodations may enable employees with disabilities to perform their job functions more effectively. By considering both scenarios—performance with accommodations and performance without them—the employer gains a comprehensive understanding of an employee's capabilities and contributions. This dual assessment helps to ensure that any potential biases related to the disability are mitigated, allowing the true performance of the employee to be recognized. Moreover, this method also aligns with the ADA's broader goal of fostering inclusion and providing equal opportunities for all employees, regardless of their disability status. It recognizes that employees can have varying levels of capability depending on the support they receive, and such a fair assessment can guide future training and development opportunities to further assist those employees. Other choices do not align with the ADA's principles. Not holding disabled persons to the same standards undermines the concept of equal opportunity. Excluding considerations of non-essential job functions would overlook the full scope of an employee's role. Lastly, disallowing performance app

2. Which statement best explains "disparate impact" in employment discrimination?

A. It focuses on discriminatory intent.

B. It refers to policies that disproportionately affect a protected group.

C. It suggests that all individuals must be treated the same.

D. It addresses issues of individual performance.

Disparate impact refers to employment practices or policies that, while seemingly neutral, disproportionately affect members of a protected group. This concept is primarily associated with Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination on the basis of race, color, religion, sex, or national origin. Under the disparate impact theory, the focus is not on the intent behind a policy but rather on the actual effect it has on a group of people. For instance, if a company has a hiring test that disproportionately excludes candidates of a particular race and is not job-related or necessary for the business, it could be subject to a disparate impact claim. This concept is crucial in identifying subtle forms of discrimination that might not be immediately apparent through the lens of intent alone. It allows for the examination of models and practices that, while applied uniformly to all applicants or employees, can still lead to unequal outcomes based on race, gender, or other protected characteristics. In contrast to the other statements, which either wrongly focus on intent, treat everyone as a monolith without recognizing differences, or look at individual performance as the sole measure, the second statement accurately captures the essence of disparate impact as a critical area of examination in employment discrimination law.

SAMPLE

3. What consequences may an employee face for not returning to work after FMLA leave?

A. They will receive a warning

B. They may lose their job or face disciplinary action

C. They will be placed on unpaid leave

D. They will be entitled to additional leave

When an employee does not return to work after taking leave under the Family and Medical Leave Act (FMLA), the most significant consequence they can face is the potential loss of their job or disciplinary action from their employer. The FMLA provides eligible employees with the right to take up to 12 weeks of unpaid leave for specific family and medical reasons without losing their job. However, this protection is contingent upon the employee's commitment to return to work at the end of the leave period. If an employee fails to return to work as promised at the conclusion of their FMLA leave and does not have a valid reason for their absence—such as an extension of the serious health condition that warranted the leave—employers are typically within their rights to terminate the employee or impose other forms of disciplinary action. This is because the law does not require employers to hold a position indefinitely for a worker who does not return, barring any additional qualifying conditions. In contrast, simply receiving a warning might not accurately reflect the severity of the situation involving non-compliance with FMLA return-to-work provisions. Being placed on unpaid leave is not a consequence directly tied to failing to return; instead, it can be an option for employers if the employee requires more

4. What does "job analysis" involve in employment law?

A. Developing employee training programs

B. Evaluating industry salary standards

C. Assessing job responsibilities and compliance with laws

D. Conducting employee performance reviews

Job analysis is a systematic process used to gather information about an individual's job and the requirements necessary to perform that job effectively. It involves assessing job responsibilities, which include detailing what tasks, duties, and skills are required for a particular position. Additionally, a comprehensive job analysis evaluates how these responsibilities align with compliance standards set forth by employment laws. Assessing compliance is critical as it ensures that job descriptions and expectations meet legal standards regarding discrimination, accommodation for disabilities, and other relevant regulatory requirements. Therefore, job analysis serves not only to clarify the essential functions of a job but also to ensure that these functions are being carried out within the framework of applicable laws, protecting both the employer and the employee. In contrast, developing employee training programs, evaluating industry salary standards, and conducting employee performance reviews, while important aspects of human resource management, do not encompass the core purpose of job analysis, which focuses specifically on the evaluation and documentation of job roles and responsibilities in relation to legal standards.

SAMPLE

5. What does FMLA stand for in employment law?

A. Federal Medical Leave Act

B. Family Medical Leave Act

C. Flexible Medical Leave Act

D. Fair Medical Leave Act

The correct answer, "Family Medical Leave Act," refers specifically to a piece of legislation enacted in 1993 that provides eligible employees of covered employers with unpaid, job-protected leave for specified family and medical reasons. The Act allows for up to 12 weeks of leave in a 12-month period for reasons such as the birth and care of a newborn child, the adoption or placement of a child, or to care for an immediate family member with a serious health condition. The terminology used in the Act emphasizes the importance of family responsibilities and acknowledges the need for employees to take time away from work to address serious health matters affecting themselves or their families. This aligns with the core purpose of the law, which is to support employees in balancing their work and family life without fear of job loss. Other choices misrepresent the law: "Federal Medical Leave Act" misuses the terminology and does not capture the family aspect; "Flexible Medical Leave Act" is not a recognized piece of legislation; and "Fair Medical Leave Act" inaccurately modifies the name and could suggest a form of leave that does not exist within the framework of U.S. employment law. Thus, "Family Medical Leave Act" is the accurate and widely recognized terminology used to reference this

6. Under the payroll method related to Title VII, which is true regarding employee count?

A. Employers are covered if they have at least 20 employees on payroll

B. Count includes part-time employees on a proportional basis

C. Employees are counted for each full week of employment duration

D. Employers are covered if they have more than $500,000 in payroll

The payroll method related to Title VII focuses on the counting of employees to determine whether an employer falls under the jurisdiction of the statute. The correct assertion is that employees are counted for each full week of employment duration. This means that for the purpose of determining if an employer meets the minimum employee threshold necessary for coverage under Title VII, all employees are tallied based on their actual time employed within the relevant time frame, typically looking at the previous 20 weeks. This approach ensures that the count reflects actual employment status over the required period, thereby providing a more accurate representation of the workforce size regarding legal protections and obligations under Title VII. Other points noted in the question about employee count do carry some relevance but do not accurately reflect this method's specifications. For instance, while employees may bring relevant considerations into account regarding other compliance measures or different thresholds, they must be understood in the context of their definition under Title VII, primarily centered on the time employed rather than varying metrics such as payroll size or part-time employment adjustment.

SAMPLE

7. What is the requirement for a condition to be considered substantially limiting?

A. Render an employee unable to perform her previous job

B. Be chronic or expected to have a long-term impact on functioning

C. Make it impossible to perform one or more major life activities without corrective devices

D. All of the above

For a condition to be considered substantially limiting under employment law, particularly the Americans with Disabilities Act (ADA), it must meet several criteria that reflect its impact on a person's ability to perform major life activities. A comprehensive understanding encompasses the three elements noted in the options. A condition may be regarded as substantially limiting if it renders an individual unable to perform her previous job. This speaks to the significant impact of the condition on one's occupational functioning and ability to engage in the job as they did previously. Furthermore, a condition is likely to be seen as substantially limiting when it is chronic or expected to have a long-term impact on an individual's functioning. This aspect recognizes that disabilities are not merely temporary but can affect an individual's life for an extended period, which raises the importance of the duration and permanence of the condition in the assessment of its severity. Lastly, a substantial limitation may be evident if the condition makes it impossible to perform one or more major life activities without the use of corrective devices. This highlights the extent of the disability's impact and acknowledges that the ADA considers significant limitations even if certain activities can be performed with assistance or adaptation. Consequently, a comprehensive understanding of substantial limitation recognizes that all these factors contribute to the determination. Therefore, selecting the option reflecting that all

8. Which agency is responsible for administering and enforcing the National Labor Relations Act?

A. Federal Mediation and Conciliation Service (FMCS).

B. Federal Labor Relations Authority (FLRA).

C. National Labor Relations Board (NLRB).

D. National Mediation Board (NMB).

The National Labor Relations Board (NLRB) is the agency that is specifically designated to administer and enforce the National Labor Relations Act (NLRA). This key piece of legislation, enacted in 1935, governs the relationships between labor unions and employers in the private sector. The NLRB's functions include conducting elections for labor union representation, investigating unfair labor practice complaints, and facilitating negotiations between employers and unions. The NLRB's authority gives it the power to interpret the NLRA, making decisions that can significantly impact labor relations. By providing a formal process for addressing disputes and grievances related to collective bargaining and union activities, the NLRB plays a crucial role in protecting the rights of employees to organize and negotiate collectively. Conversely, the other agencies mentioned have different roles. The Federal Mediation and Conciliation Service (FMCS) primarily offers mediation services in collective bargaining negotiations. The Federal Labor Relations Authority (FLRA) focuses on labor relations within federal government employees and does not have jurisdiction over private sector labor issues. The National Mediation Board (NMB) oversees labor relations in the airline and railroad industries. Thus, the NLRB is the appropriate choice for matters concerning the National Labor Relations Act.

SAMPLE

9. Which federal law protects whistleblowers from retaliation in the workplace?

A. Employee Relations Act

B. Whistleblower Protection Act

C. Fair Labor Standards Act

D. Occupational Safety and Health Act

The Whistleblower Protection Act is the federal law specifically designed to safeguard employees who report illegal or unethical practices within their workplaces. It provides protections to whistleblowers from retaliation by their employers, which may include adverse actions such as termination, demotion, or other forms of discrimination based on their disclosures. This law is essential in encouraging individuals to report wrongdoing without fear of losing their jobs or facing other negative consequences. The other options do not offer the same level of protection for whistleblowers. The Employee Relations Act primarily focuses on labor relations and the rights of employees in union activities. The Fair Labor Standards Act pertains to minimum wage, overtime pay, and child labor protections, not specifically whistleblower protections. Similarly, the Occupational Safety and Health Act centers on workplace safety and health regulations, lacking direct emphasis on protecting individuals who report violations. Thus, the Whistleblower Protection Act stands out as the essential legislation for protecting employees in these situations.

10. Which statement is true regarding OSHA's permanent standards?

A. They must be followed without exception.

B. They apply to firms in all industries.

C. They are adopted only after a lengthy process of public hearings and documentation.

D. All of the above.

The accurate assertion concerning OSHA's permanent standards is that they are established only following a thorough process of public hearings and comprehensive documentation. This process is integral to ensuring that the standards are both effective and practical for the intended industries. In practice, before adopting these permanent standards, OSHA typically engages with the public to gather input, which can include professional expertise, stakeholder concerns, and real-world implications of the proposed regulations. This method underscores the importance of transparency and collaboration in setting safety and health regulations. While it is true that certain OSHA standards must be followed rigorously, this may not account for specific exceptions that could apply depending on the context of various industries or unique situations. Additionally, not all OSHA standards apply universally to every industry; certain standards are tailored to specific sectors, such as construction or maritime. Therefore, the assertion regarding the application of these standards to all industries does not hold true. Hence, the chosen answer reflects the correct understanding of how OSHA's permanent standards are crafted and implemented.

SAMPLE

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

https://employmentlaw.examzify.com

We wish you the very best on your exam journey. You've got this!

SAMPLE