

S E S S I O N

**10**

## Scavenger Hunt

## Legal, Regulatory, and Ethical Requirements: Scavenger Hunt

### Directions

1. Review the content in Chapter 15 of Module 6 – *Managing the Learning Function* and answer as many of the questions as possible in the time allotted.
2. Record your answers and make any notes about each key concept in the section provided.

Question	Notes
<p>1. When a training department for a large organization designs training auxiliary aids such as recorded text or oversized lettering are often incorporated into classroom materials. The inclusion of these auxiliary aids is most likely a response to which of the following regulations?</p> <ol style="list-style-type: none"> <li>a. The EEOC's Uniform Guidelines on Employee Selection Procedures</li> <li>b. OSHA</li> <li>c. ADA</li> <li>d. NLRA</li> </ol>	
<p>2. A training manager is concerned that the student material being developed for a new training program may violate the Copyright Act of 1976. Which of the following examples is violating copyright law?</p> <ol style="list-style-type: none"> <li>a. Providing photocopies to all employees of the 500-page U.S. OSHA guidelines without permission</li> <li>b. Teaching the Heimlich procedure without citation or permission</li> <li>c. Providing photocopies to all employees of an article that was published before 1978, without notice of copyright</li> <li>d. Providing photocopies of an article found on the Internet without permission</li> </ol>	
<p>3. Which of the following is not an example of a reasonable accommodation that the training function must provide for people with disabilities?</p> <ol style="list-style-type: none"> <li>a. Magnifying glasses</li> <li>b. Customized one-on-one training</li> <li>c. Larger text materials</li> <li>d. Interpreters</li> </ol>	

Question	Notes
<p>4. A workplace learning and performance (WLP) professional is developing learning materials for an organization. While searching the Internet, she finds an article that highlights the key concepts of the session and provides excellent examples of how the content is applied on-the-job. The information is on an individual's Web site and there is no copyright symbol or copyright information listed. The WLP professional should:</p> <ul style="list-style-type: none"> <li>a. Use the article as it currently exists; there are no restrictions on its use</li> <li>b. Seek the author's permission to use the article; it is most likely copyrighted</li> <li>c. Cite the author's name and Web site; since it is not copyrighted it meets the "fair use" guidelines</li> <li>d. Add your organization's logo and name; since it is not copyrighted it is available for public use</li> </ul>	
<p>5. Which of the following is not a factor of the fair use rules of copyright?</p> <ul style="list-style-type: none"> <li>a. Purpose and character of the use</li> <li>b. Amount or substantiality of the portion used</li> <li>c. Nature of the copyrighted work</li> <li>d. The ideas expressed in the work</li> </ul>	
<p>6. According to EEOC laws, HRD professionals and training managers need to be careful about the selection of someone for a training program because these criteria and selection process are considered a test.</p> <ul style="list-style-type: none"> <li>a. True</li> <li>b. False</li> </ul>	
<p>7. The Sarbanes-Oxley Act is concerned with which of the following?</p> <ul style="list-style-type: none"> <li>a. Corporate governance and financial reporting</li> <li>b. Collective bargaining and union relations</li> <li>c. OSHA and workplace safety</li> <li>d. Intellectual property and copyright</li> </ul>	
<p>8. Ethical standards for WLP professionals include professional association guidelines, industry standards, codes of conduct, and self-governing behaviors such as honesty, integrity, respect, and accountability.</p> <ul style="list-style-type: none"> <li>a. True</li> <li>b. False</li> </ul>	