

Contestant Number: _____

Time: _____

Rank: _____



BUSINESS LAW & ETHICS

(265)

REGIONAL 2022

OBJECTIVE:

True/False (20 @ 2 points each) _____ (40 points)

Multiple Choice (30 @ 2 points each) _____ (60 points)

TOTAL POINTS _____ (100 points)

Test Time: 60 minutes

OBJECTIVE

Directions: Select letter of the answer that *best* answers the question or completes/describes the statement.

1. Some companies will hire independent contractors when they are in the start-up phase since hiring and training new employees is expensive.
A. True
B. False
2. Employers are not in violation of the Electronic Communications Privacy Act when they monitor their employees' emails as long as the employees are clearly informed that monitoring may occur.
A. True
B. False
3. Advances in technology are what initially caused employers to begin monitoring their employees' activities outside of work.
A. True
B. False
4. The Fourth Amendment protects people and corporations from unwarranted and unreasonable searches.
A. True
B. False
5. In order to be covered by the ADA (Americans with Disabilities Act), a disability must be ongoing and permanent for the foreseeable future.
A. True
B. False
6. University policies that bring diversity to campus through the use of quotas do not violate the Equal Protection clause.
A. True
B. False
7. Corporate social responsibility can be good for business because this behavior promotes corporate profits in terms of both cost-cutting and consumer preferences for social responsibility.
A. True
B. False
8. The government has the power to take private property for public use even when the property owners object, as long as the owners are compensated for their lost property.
A. True
B. False

9. Many people will pay extra for products made by companies that demonstrate social responsibility.
 - A. True
 - B. False

10. The guideline known as ISO 19600 provides an outline for managing risk faced by organizations.
 - A. True
 - B. False

11. The United States and the European Union place strict regulations on GMO products.
 - A. True
 - B. False

12. According to the American copyright law, the owner of a piece of work has the right to reproduce, distribute, perform, display, or adapt the work.
 - A. True
 - B. False

13. Trade secrets are registered just like trademarks.
 - A. True
 - B. False

14. In general, when a customer is injured due to a known hazard on the property of a retail store, a court of law will rule in favor of the customer.
 - A. True
 - B. False

15. As a general rule, parents are not liable for contracts entered into by their minor children.
 - A. True
 - B. False

16. Most of the time, an oral contract for the sale of land is good enough to prove the terms of the agreement in court.
 - A. True
 - B. False

17. Slander is a type of written defamatory statement.
 - A. True
 - B. False

18. Every U.S. state has its own court system.
 - A. True
 - B. False

19. If you are fired from your job, your employer has a legal obligation to tell you why.
 - A. True
 - B. False

20. If a company copies a patented product design but makes a slight change, such as using a different material, this would be considered patent infringement.
 - A. True
 - B. False

21. In a lawsuit for copyright infringement, a defendant can avoid liability by arguing _____, based on the notion that the free flow of ideas sometimes requires quoting or borrowing from a copyrighted work.
 - A. collective rights
 - B. misappropriation
 - C. unlimited use
 - D. fair use

22. Select the best definition of whistleblower from the choices below.
 - A. Companies that use ethical analysis to discover wrongdoing
 - B. Originated from the Latin phrase "quid pro quo" meaning "this for that"
 - C. The only exception to the general rule of at-will employment
 - D. People who report unethical activities that are under the control of their employers

23. Select the best definition of ethics from the choices below.
 - A. A set of rules for correct behavior
 - B. A menu of options regarding what we must do
 - C. A menu of options regarding what we should do
 - D. Standards that must be met to avoid penalty

24. Which of the following best describes the "gig economy"?
 - A. Outsourcing manufacturing
 - B. The part of the economy in which work is performed by independent contractors
 - C. The increasing numbers of employees working remotely
 - D. The Internet's effect on the economy

25. Which of the following statements provides the most accurate definition of corporate social responsibility?
 - A. The obligation a business has to its stakeholders in increasing the positive effects and lessening the negative effects of its operation
 - B. The legal requirement of an organization to support the community where it is located
 - C. A business's responsibility to manufacture products that function properly
 - D. Charitable donations made by a business for the sole purpose of enhancing its reputation

26. The term that describes an organization's principles, values, and normal behaviors that guide long-term decisions and everyday business practices is known as _____.
A. stakeholder orientation
B. principles
C. integrity management
D. business ethics
27. A _____ is a hacker whose intention is to invade a specific computer or network to create a serious harmful impact, such as disabling access to a company's financial records.
A. computer offender
B. cyber terrorist
C. network thief
D. fraud offender
28. Which of the following is a tort?
A. A civil or criminal action in state court or federal court
B. A breach of contract
C. A wrongful act or injury to another, other than a breach of contract
D. An intentional malicious act regardless of whether or not injury is caused
29. A(n) _____ contract is commonly defined as a promise in exchange for a promise.
A. unilateral
B. quid pro quo
C. complete
D. bilateral
30. Which of the following are examples of negotiable instruments?
A. Checks and oral agreements
B. Drafts and stocks
C. Notes and oral agreements
D. Checks, drafts, and notes
31. If a negotiable instrument is payable to whoever possesses the instrument, then it is a _____ instrument.
A. demand
B. bearer
C. transactional
D. defined
32. An action that is brought against one or more people on behalf of a group is called a _____.
A. class action lawsuit
B. group action lawsuit
C. collaborative case
D. all-against-one lawsuit

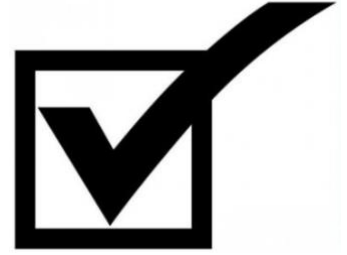
33. _____ must be established before police can conduct a search, seize property, or get a warrant.
- A. Evidence
 - B. Suspected wrongdoing
 - C. A sworn statement
 - D. Probable cause
34. The Articles of Incorporation is the basic governing document of a corporation which must be filed with the _____ in the state of incorporation.
- A. State Corporation Association
 - B. Secretary of State
 - C. Article Holding Company
 - D. Corporate Governance Oversight Committee
35. If a licensed professional violates his or her duty of care toward a client, the professional may be sued for malpractice. Malpractice suits can be brought against which of the following?
- A. Medical professionals
 - B. Restaurant servers
 - C. Coaches
 - D. Teachers
36. _____ gives an employee a legal right to receive pension benefits at some future date when he or she stops working.
- A. Vesting
 - B. Retirement guarantee
 - C. COBRA
 - D. Tenure
37. The _____ is commonly known as the FTC.
- A. Future Trade Committee
 - B. Federal Trade Commission
 - C. Future Tuition Compromise
 - D. Financial and Technical Careers
38. The two types of court systems are _____ and _____.
- A. misdemeanor and felony
 - B. independent and class action
 - C. criminal and civil
 - D. liberal and conservative
39. Illegal acts that are considered acts against the public are in violation of _____ law.
- A. civil
 - B. criminal
 - C. public
 - D. humane

40. A(n) _____ is a person who accesses a computer without permission of the owner, either through physical or electronic means.
- A. imposter
 - B. achiever
 - C. genius
 - D. hacker
41. _____ is a guide used by organizations to develop their own compliance management system. It leads them to identify their current rules, what they can do to minimize breaking those rules, and how to address problems that occur as a result.
- A. ISO 19600
 - B. ISO 22000
 - C. International Business Standards (IBS)
 - D. Global Business Compliance (GBC)
42. In addition to being a compliance program, business ethics is also becoming _____.
- A. a management strategy to achieve a competitive advantage
 - B. a guaranteed way to earn higher financial returns
 - C. mainly a government regulatory issue
 - D. a program that decreases profits but increases societal benefits
43. Business ethics is part of decision making _____.
- A. made primarily by top management
 - B. at all levels of work and management
 - C. that is less important than other decision-making processes
 - D. that is not emphasized in most of today's organizations
44. What are the three components of the triple bottom line?
- A. employees, products, services
 - B. profits, profits, and more profits
 - C. peace, love, and revenue
 - D. people, planet, profit
45. _____ and _____ are two measures of whether or not employee issues exist in an organization.
- A. Staff turnover; stock price
 - B. Employee satisfaction; attendance
 - C. Employee satisfaction; productivity
 - D. Staff turnover; employee satisfaction
46. Some companies will perform a(n) _____ to identify and measure their moral commitment to investors, employees, and other stakeholders.
- A. ethics audit
 - B. social audit
 - C. financial audit
 - D. performance audit

47. Which of the following are not typically primary stakeholders?
- A. Customers
 - B. Trade associations
 - C. Employees
 - D. Shareholders
48. _____ are the people who are most concerned with minimizing the use of energy and reducing emissions and waste.
- A. Environmental groups
 - B. Suppliers
 - C. Employees
 - D. Investors
49. A company that _____ can be sued for discrimination.
- A. abuses or intimidates its employees
 - B. creates an anticompetitive corporate culture
 - C. has more men than women on staff
 - D. uses age as a hiring or firing criterion
50. _____ is a form of harassment that is associated with a hostile workplace in which an employee is repeatedly threatened, harassed, belittled, or otherwise verbally abused.
- A. Fraud
 - B. Sexual harassment
 - C. Bullying
 - D. Coercive power



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of **AMERICA**
Giving Purpose to Potential



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OBJECTIVE QUESTIONS—True/False

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

11. B
12. A
13. B
14. A
15. A
16. B
17. B
18. A
19. B
20. A

OBJECTIVE QUESTIONS—Multiple Choice

21. D
22. D
23. C
24. B
25. A
26. D
27. B
28. C
29. D
30. D
31. B
32. A
33. D
34. B
35. A

36. A
37. B
38. C
39. B
40. D
41. A
42. A
43. B
44. D
45. D
46. A
47. B
48. A
49. D
50. C