**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.
2. True
3. False
4. 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.
5. True
6. False
7. Advances in technology are what initially caused employers to begin monitoring their employees’ activities outside of work.
8. True
9. False
10. The Fourth Amendment protects people and corporations from unwarranted and unreasonable searches.
11. True
12. False
13. In order to be covered by the ADA (Americans with Disabilities Act), a disability must be ongoing and permanent for the foreseeable future.
14. True
15. False
16. University policies that bring diversity to campus through the use of quotas do not violate the Equal Protection clause.
17. True
18. False
19. 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.
20. True
21. False
22. 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.
23. True
24. False
25. Many people will pay extra for products made by companies that demonstrate social responsibility.
26. True
27. False
28. The guideline known as ISO 19600 provides an outline for managing risk faced by organizations.
29. True
30. False
31. The United States and the European Union place strict regulations on GMO products.
32. True
33. False
34. 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.
35. True
36. False
37. Trade secrets are registered just like trademarks.
38. True
39. False
40. 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.
41. True
42. False
43. As a general rule, parents are not liable for contracts entered into by their minor children.
44. True
45. False
46. Most of the time, an oral contract for the sale of land is good enough to prove the terms of the agreement in court.
47. True
48. False
49. Slander is a type of written defamatory statement.
50. True
51. False
52. Every U.S. state has its own court system.
53. True
54. False
55. If you are fired from your job, your employer has a legal obligation to tell you why.
56. True
57. False
58. 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.
59. True
60. False
61. 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.
62. collective rights
63. misappropriation
64. unlimited use
65. fair use
66. Select the best definition of whistleblower from the choices below.
67. Companies that use ethical analysis to discover wrongdoing
68. Originated from the Latin phrase "quid pro quo” meaning “this for that”
69. The only exception to the general rule of at-will employment
70. People who report unethical activities that are under the control of their employers
71. Select the best definition of ethics from the choices below.
72. A set of rules for correct behavior
73. A menu of options regarding what we must do
74. A menu of options regarding what we should do
75. Standards that must be met to avoid penalty
76. Which of the following best describes the “gig economy”?
77. Outsourcing manufacturing
78. The part of the economy in which work is performed by independent contractors
79. The increasing numbers of employees working remotely
80. The Internet’s effect on the economy
81. Which of the following statements provides the most accurate definition of corporate social responsibility?
82. The obligation a business has to its stakeholders in increasing the positive effects and lessening the negative effects of its operation
83. The legal requirement of an organization to support the community where it is located
84. A business's responsibility to manufacture products that function properly
85. Charitable donations made by a business for the sole purpose of enhancing its reputation
86. The term that describes an organization’s principles, values, and normal behaviors that guide long-term decisions and everyday business practices is known as \_\_\_\_\_\_.
87. stakeholder orientation
88. principles
89. integrity management
90. business ethics
91. 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.
92. computer offender
93. cyber terrorist
94. network thief
95. fraud offender
96. Which of the following is a tort?
97. A civil or criminal action in state court or federal court
98. A breach of contract
99. A wrongful act or injury to another, other than a breach of contract
100. An intentional malicious act regardless of whether or not injury is caused
101. A(n) \_\_\_\_\_\_ contract is commonly defined as a promise in exchange for a promise.
102. unilateral
103. quid pro quo
104. complete
105. bilateral
106. Which of the following are examples of negotiable instruments?
107. Checks and oral agreements
108. Drafts and stocks
109. Notes and oral agreements
110. Checks, drafts, and notes
111. If a negotiable instrument is payable to whoever possesses the instrument, then it is a \_\_\_\_\_\_ instrument.
112. demand
113. bearer
114. transactional
115. defined
116. An action that is brought against one or more people on behalf of a group is called a \_\_\_\_\_\_.
117. class action lawsuit
118. group action lawsuit
119. collaborative case
120. all-against-one lawsuit
121. \_\_\_\_\_\_ must be established before police can conduct a search, seize property, or get a warrant.
122. Evidence
123. Suspected wrongdoing
124. A sworn statement
125. Probable cause
126. The Articles of Incorporation is the basic governing document of a corporation which must be filed with the \_\_\_\_\_\_ in the state of incorporation.
127. State Corporation Association
128. Secretary of State
129. Article Holding Company
130. Corporate Governance Oversight Committee
131. 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?
132. Medical professionals
133. Restaurant servers
134. Coaches
135. Teachers
136. \_\_\_\_\_\_ gives an employee a legal right to receive pension benefits at some future date when he or she stops working.
137. Vesting
138. Retirement guarantee
139. COBRA
140. Tenure
141. The \_\_\_\_\_\_ is commonly known as the FTC.
142. Future Trade Committee
143. Federal Trade Commission
144. Future Tuition Compromise
145. Financial and Technical Careers
146. The two types of court systems are \_\_\_\_\_\_ and \_\_\_\_\_\_.
147. misdemeanor and felony
148. independent and class action
149. criminal and civil
150. liberal and conservative
151. Illegal acts that are considered acts against the public are in violation of \_\_\_\_\_\_ law.
152. civil
153. criminal
154. public
155. humane
156. A(n) \_\_\_\_\_\_ is a person who accesses a computer without permission of the owner, either through physical or electronic means.
157. imposter
158. achiever
159. genius
160. hacker
161. \_\_\_\_\_\_ 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.
162. ISO 19600
163. ISO 22000
164. International Business Standards (IBS)
165. Global Business Compliance (GBC)
166. In addition to being a compliance program, business ethics is also becoming \_\_\_\_\_\_.
167. a management strategy to achieve a competitive advantage
168. a guaranteed way to earn higher financial returns
169. mainly a government regulatory issue
170. a program that decreases profits but increases societal benefits
171. Business ethics is part of decision making \_\_\_\_\_\_.
172. made primarily by top management
173. at all levels of work and management
174. that is less important than other decision-making processes
175. that is not emphasized in most of today’s organizations
176. What are the three components of the triple bottom line?
177. employees, products, services
178. profits, profits, and more profits
179. peace, love, and revenue
180. people, planet, profit
181. \_\_\_\_\_\_ and \_\_\_\_\_\_ are two measures of whether or not employee issues exist in an organization.
182. Staff turnover; stock price
183. Employee satisfaction; attendance
184. Employee satisfaction; productivity
185. Staff turnover; employee satisfaction
186. Some companies will perform a(n) \_\_\_\_\_\_ to identify and measure their moral commitment to investors, employees, and other stakeholders.
187. ethics audit
188. social audit
189. financial audit
190. performance audit
191. Which of the following are not typically primary stakeholders?
192. Customers
193. Trade associations
194. Employees
195. Shareholders
196. \_\_\_\_\_\_ are the people who are most concerned with minimizing the use of energy and reducing emissions and waste.
197. Environmental groups
198. Suppliers
199. Employees
200. Investors
201. A company that \_\_\_\_\_\_ can be sued for discrimination.
202. abuses or intimidates its employees
203. creates an anticompetitive corporate culture
204. has more men than women on staff
205. uses age as a hiring or firing criterion
206. \_\_\_\_\_\_ 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.
207. Fraud
208. Sexual harassment
209. Bullying
210. Coercive power