

# CHRL Law Practice Exam (Sample)

## Study Guide



**Everything you need from our exam experts!**

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# 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.

# 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!**

## Questions

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- 1. Under the Last and First Rule, which statement is true?**
  - A. It does not necessarily mean the employee has to work the day immediately before or the day immediately after.**
  - B. The employee must work the day immediately before the holiday.**
  - C. The employee must work the day immediately after the holiday.**
  - D. The employee must work both the day before and after.**
  
- 2. Under common law, what is the maximum notice an employee can receive on termination?**
  - A. Two weeks**
  - B. Six months**
  - C. One year**
  - D. No limit**
  
- 3. During a merger, when should you review the pay equity plan?**
  - A. Immediately**
  - B. After five years**
  - C. Only if a complaint is filed**
  - D. Never**
  
- 4. What discriminatory practice occurred in Gibbs v. Battlefords, 1996 regarding employee disability benefits?**
  - A. An employer offered insurance plans equally to all employees with disabilities**
  - B. Employees with mental disabilities received more benefits than those with physical disabilities**
  - C. Insurance plans were denied to employees with disabilities**
  - D. Employees with mental disabilities received significantly fewer benefits than those with physical disabilities**
  
- 5. Length of service has what effect on termination pay entitlements?**
  - A. It has no effect**
  - B. It decreases entitlements**
  - C. It significantly increases entitlements**
  - D. It only affects PTO**

- 6. Which of the following is an example of constructive dismissal involving compensation?**
- A. A significant reduction in compensation**
  - B. A minor change to duties**
  - C. A temporary layoff with pay**
  - D. A friendly adjustment to benefits with consent**
- 7. Non-compliance with the act regarding background checks can result in fines up to how much?**
- A. Up to \$50,000.**
  - B. No fines.**
  - C. Up to \$5,000.**
  - D. Up to \$500.**
- 8. Which statute aims to prevent discrimination in the workplace and acts as an extension of Section 15 of the Charter?**
- A. Ontario Human Rights Code**
  - B. Pay Equity Act**
  - C. Workplace Safety and Insurance Act**
  - D. Personal Information Protection and Electronic Documents Act**
- 9. If a company with 10,000 employees terminates 1,000, would that be considered a mass termination under the described rule?**
- A. No it would not**
  - B. It depends on the industry**
  - C. Yes it would**
  - D. Only if planned with union involvement**
- 10. What is the maximum severance period under the ESA?**
- A. 8 weeks**
  - B. 12 weeks**
  - C. 52 weeks**
  - D. 26 weeks**

## Answers

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

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## **Explanations**

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1. Under the Last and First Rule, which statement is true?

- A. It does not necessarily mean the employee has to work the day immediately before or the day immediately after.**
- B. The employee must work the day immediately before the holiday.**
- C. The employee must work the day immediately after the holiday.**
- D. The employee must work both the day before and after.**

The Last and First Rule is about how a holiday affects the days surrounding it, specifically whether an employee must work the day immediately before or the day immediately after the holiday. The correct idea is that this rule does not automatically require you to work either adjacent day. Observing the holiday under this rule doesn't impose a fixed obligation to be on duty the day before or the day after; the actual scheduling depends on the employer's policy, the specific contract, or any agreement about substituting days off. In other words, the rule is about how the holiday is observed, not about mandating adjacent-day work. The other options imply a mandatory duty to work one or both adjacent days, which isn't what the rule requires.

2. Under common law, what is the maximum notice an employee can receive on termination?

- A. Two weeks**
- B. Six months**
- C. One year**
- D. No limit**

Under common law, dismissal requires reasonable notice or payment in lieu of notice. There is no fixed upper limit set by the law for how long that notice must be. What counts as reasonable depends on the circumstances—length of service, the employee's age, the seniority and difficulty of the position, and the availability of similar work. In some cases longer notice is appropriate for long-service or high-level roles; in others, shorter notice suffices. Because there's no statutory cap and no universal maximum, the relevant standard is reasonableness in the given situation.

**3. During a merger, when should you review the pay equity plan?**

- A. Immediately**
- B. After five years**
- C. Only if a complaint is filed**
- D. Never**

Reviewing the pay equity plan should happen immediately because a merger changes many factors that determine pay—new or merged roles, shifts in responsibilities, and updated market benchmarks all affect whether compensation remains fair and compliant. A prompt review helps align salaries with the actual job value in the combined organization, ensures any gender or other pay gaps are addressed quickly, and reduces the risk of noncompliance or potential complaints later. Waiting to act until a complaint is filed or after a long delay ignores the inevitable changes mergers bring and increases legal and fairness risks. A proactive, early review is best practice to smooth integration and protect employees.

**4. What discriminatory practice occurred in Gibbs v. Battlefords, 1996 regarding employee disability benefits?**

- A. An employer offered insurance plans equally to all employees with disabilities**
- B. Employees with mental disabilities received more benefits than those with physical disabilities**
- C. Insurance plans were denied to employees with disabilities**
- D. Employees with mental disabilities received significantly fewer benefits than those with physical disabilities**

Discrimination occurs when an employer's disability benefits are designed or applied in a way that treats mental disabilities differently from physical disabilities. In Gibbs v. Battlefords (1996), the court found that employees with mental disabilities received significantly fewer disability benefits than those with physical disabilities, which shows a discriminatory practice. Such unequal treatment isn't justified by a legitimate business reason and violates human rights protections against discrimination in the workplace. So, the scenario that describes mental disabilities receiving much less favorable benefits best reflects the case.

**5. Length of service has what effect on termination pay entitlements?**

- A. It has no effect**
- B. It decreases entitlements**
- C. It significantly increases entitlements**
- D. It only affects PTO**

Longer service with an employer generally leads to larger termination pay entitlements. As tenure increases, employees are usually entitled to longer notice periods or larger severance Pay, and in many frameworks this scales with years of service. This reflects the greater investment the employee has made and the greater disruption a longer tenure represents when a job ends. So the correct idea is that length of service significantly raises what you're owed upon termination. It's not that there's no effect, nor that it only affects PTO; while accrued vacation (PTO) is part of termination payouts, the impact of service length extends to notice and severance as well, often amplifying the total entitlements with more years worked.

**6. Which of the following is an example of constructive dismissal involving compensation?**

- A. A significant reduction in compensation**
- B. A minor change to duties**
- C. A temporary layoff with pay**
- D. A friendly adjustment to benefits with consent**

Constructive dismissal happens when an employer unilaterally changes a fundamental term of the employment contract, effectively forcing the employee to resign and treat it as a termination. Compensation is a core term, so a significant reduction in pay changes the essential economic deal of the job. That kind of unilateral pay cut signals the employer no longer honors the original contract, making it the clearest example of constructive dismissal involving compensation. By contrast, a minor change to duties stays within the scope of the employee's role, and a temporary layoff with pay, while disruptive, often preserves the employment relationship if it's within agreed terms or a reasonable duration. A friendly adjustment to benefits with consent is voluntary and made with agreement, not a unilateral change. So it doesn't amount to dismissal.

**7. Non-compliance with the act regarding background checks can result in fines up to how much?**

- A. Up to \$50,000.**
- B. No fines.**
- C. Up to \$5,000.**
- D. Up to \$500.**

The main idea here is understanding the penalties for not following the background-check requirements set out in the act. The act requires employers to perform certain background checks, and failing to do so carries a monetary consequence to encourage compliance and protect affected parties. The maximum fine for non-compliance is five thousand dollars, which aligns with a proportionate enforcement approach—significant enough to deter violations but not so large as to be prohibitive for most organizations. The other options don't fit because a much larger amount would imply harsher penalties than the statute assigns, while a nominal amount or no penalty would fail to reflect the seriousness of non-compliance.

**8. Which statute aims to prevent discrimination in the workplace and acts as an extension of Section 15 of the Charter?**

- A. Ontario Human Rights Code**
- B. Pay Equity Act**
- C. Workplace Safety and Insurance Act**
- D. Personal Information Protection and Electronic Documents Act**

The main concept here is how equality rights protected by the Charter are given concrete effect in provincial law that governs everyday workplace conduct. Ontario's Human Rights Code is the statute that explicitly aims to prevent discrimination in the workplace by setting out protected grounds (like race, sex, age, disability, and more) and imposing duties on employers to treat people fairly, provide reasonable accommodations, and address harassment. It creates enforceable rights in employment and a mechanism to challenge violations, aligning directly with Section 15's guarantee of equality before the law. The other statutes don't fit as the broad anti-discrimination framework. The Pay Equity Act focuses on achieving equal pay for work of equal value and addresses pay gaps, but it is narrower and not the general prohibition on discrimination in employment. The Workplace Safety and Insurance Act deals with workplace safety and injury benefits, not discrimination. The Personal Information Protection and Electronic Documents Act governs privacy and handling of personal data, not workplace equality rights.

**9. If a company with 10,000 employees terminates 1,000, would that be considered a mass termination under the described rule?**

- A. No it would not**
- B. It depends on the industry**
- C. Yes it would**
- D. Only if planned with union involvement**

Mass terminations hinge on treating a large chunk of the workforce as being dismissed within a short time frame. The rule looks at either a percentage of employees or a minimum headcount to define what counts as “mass.” Here, 1,000 out of 10,000 workers is 10% of the workforce. If the rule uses a threshold of 10% or more (within the prescribed period), this meets it and is considered a mass termination. Many rules also set a minimum number of affected employees (for example, 50); since 1,000 is far above that, it would qualify regardless of which threshold is used. So, it would be considered a mass termination under the described rule.

**10. What is the maximum severance period under the ESA?**

- A. 8 weeks**
- B. 12 weeks**
- C. 52 weeks**
- D. 26 weeks**

Severance pay under the Employment Standards Act is a long-service entitlement that compensates employees when the employer’s business ends or undergoes a permanent layoff. It is calculated as one week of pay for each year of service, up to a maximum of 26 weeks. So the largest amount you can receive as severance pay is 26 weeks of wages, even if you’ve worked for the company longer. This is separate from any termination notice or pay in lieu, which have their own timelines. The other options don’t fit because the policy caps severance at 26 weeks, not at 8 or 12 weeks, and not at a full year (52 weeks).

## 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](mailto:hello@examzify.com).**

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

**<https://chrlaw.examzify.com>**

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

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