

BRAIN TEASER



The correct answer is B.

Explanation:

While this statement can give employers the right to terminate under certain circumstances, if not consistently applied, it may be considered retaliatory if an employee claims the termination was discriminatory in nature. If other applicants or employees were not adversely affected for putting false information, misstatements or omissions on their applications, it may be difficult for an employer to prove this was the reason for termination.

However, if the discovery was relating to fraudulent information that suddenly came to the employer's attention and the discrepancy was corroborated by information found on the application, it may be more believable this was the sole reason for termination and not some other underlying reason. For example, an employee never attended college and did not receive his degree in Engineering, which is a minimum requirement to obtain the job.

Keep in mind, an attestation statement on an application will not supersede violations of public policy, such as anti-discrimination laws. For this reason, it is advised to follow the company's normal disciplinary procedures, document all disciplinary problems, and terminate an employee based upon a failure to address the poor performance and behavioral issues.