
Professional Certificate in Aviation Human Resources Management

Legal Issues in Aviation Human Resources

Legal Issues in Aviation Human Resources Glossary

1. ADA (Americans with Disabilities Act)

The Americans with Disabilities Act is a federal law in the United States that prohibits discrimination against individuals with disabilities in all areas of public life, including employment. In aviation human resources, the ADA ensures that individuals with disabilities have equal opportunities for employment and accommodation in the workplace.

2. Affirmative Action

Affirmative action refers to policies and procedures designed to increase the representation of women and minorities in the workplace. In aviation human resources, affirmative action programs may be implemented to ensure diversity and equal opportunity in hiring and promotion practices.

3. Age Discrimination in Employment Act (ADEA)

The Age Discrimination in Employment Act is a federal law that prohibits employers from discriminating against employees or job applicants based on age. In aviation human resources, the ADEA protects individuals who are 40 years of age or older from age-based discrimination in hiring, firing, and promotion decisions.

4. Background Checks

Background checks are investigations into a person's criminal history, employment history, education, and other relevant information. In aviation human resources, background checks are commonly conducted as part of the hiring process to ensure the safety and security of employees and passengers.

5. Collective Bargaining

Collective bargaining is the process by which labor unions negotiate with employers to reach agreements on wages, benefits, working conditions, and other terms of employment. In aviation human resources, collective bargaining agreements govern the relationship between airlines and their employees, including pilots, flight attendants, and ground staff.

6. Discrimination

Discrimination occurs when individuals are treated unfairly or unequally based on characteristics such as race, gender, age, disability, or national origin. In aviation human resources, discrimination is prohibited by law and can result in legal action against employers who engage in discriminatory practices.

7. Drug and Alcohol Testing

Drug and alcohol testing involves screening employees for the presence of illegal drugs or alcohol in their system. In aviation human resources, drug and alcohol testing is required by federal regulations to ensure the safety of airline operations and passengers.

8. Equal Employment Opportunity (EEO)

Equal Employment Opportunity refers to the principle that all individuals should have equal access to employment opportunities without discrimination based on factors such as race, gender, age, or disability. In aviation human resources, EEO laws protect employees and job applicants from discriminatory practices.

9. Family and Medical Leave Act (FMLA)

The Family and Medical Leave Act is a federal law that provides eligible employees with up to 12 weeks of unpaid leave for certain family and medical reasons. In aviation human resources, FMLA allows employees to take time off for personal or family medical emergencies without fear of losing their job.

10. Grievance Procedures

Grievance procedures are formal processes for resolving disputes or complaints between employees and employers. In aviation human resources, grievance procedures may be outlined in union contracts or employee handbooks to address issues such as workplace harassment, discrimination, or unfair treatment.

11. Harassment

Harassment refers to unwanted or unwelcome behavior that creates a hostile or intimidating work environment. In aviation human resources, harassment can take many forms, including sexual harassment, racial harassment, and bullying, and is prohibited by law.

12. Immigration Laws

Immigration laws govern the entry, residency, and employment of foreign nationals in a country. In aviation human resources, employers must comply with immigration laws when hiring non-citizen employees, including pilots, flight attendants, and ground staff.

13. Labor Relations

Labor relations refer to the interactions between employers and employees, particularly in the context of unionized workplaces. In aviation human resources, labor relations involve negotiations, disputes, and agreements between airlines and labor unions representing pilots, flight attendants, and other employees.

14. Layoffs

Layoffs occur when employers terminate employees due to reasons such as budget cuts, restructuring, or downsizing. In aviation human resources, layoffs may impact various departments within an airline, including maintenance, operations, and customer service.

15. OSHA (Occupational Safety and Health Administration)

The Occupational Safety and Health Administration is a federal agency in the United States that sets and

enforces workplace safety and health standards. In aviation human resources, OSHA regulations protect employees from hazards such as exposure to hazardous chemicals, noise, and ergonomic injuries.

16. Performance Evaluation

Performance evaluation is the process of assessing an employee's job performance, skills, and accomplishments. In aviation human resources, performance evaluations are used to provide feedback, set goals, and make decisions about promotions, raises, and training opportunities.

17. Privacy Laws

Privacy laws regulate the collection, use, and disclosure of personal information by employers. In aviation human resources, privacy laws protect employees' personal data, such as social security numbers, medical records, and financial information, from unauthorized access or disclosure.

18. Recruitment and Selection

Recruitment and selection are the processes of attracting, assessing, and hiring qualified candidates for job openings. In aviation human resources, recruitment and selection strategies may include job postings, interviews, background checks, and reference checks to identify the best candidates for airline positions.

19. Retaliation

Retaliation occurs when employers take adverse actions against employees for engaging in protected activities, such as filing a discrimination complaint or participating in a union. In aviation human resources, retaliation is illegal and can result in legal consequences for employers who retaliate against employees.

20. Sexual Harassment

Sexual harassment is unwanted or unwelcome behavior of a sexual nature that creates a hostile work environment. In aviation human resources, sexual harassment can include inappropriate comments, advances, or physical contact, and is prohibited by law.

21. Training and Development

Training and development are processes designed to enhance employees' skills, knowledge, and abilities. In aviation human resources, training and development programs may include safety training, customer service training, and leadership development to improve employees' performance and career advancement opportunities.

22. Unemployment Insurance

Unemployment insurance is a government program that provides financial assistance to individuals who are unemployed through no fault of their own. In aviation human resources, employees who are laid off or terminated may be eligible for unemployment benefits to help them financially during periods of unemployment.

23. Whistleblower Protection

Whistleblower protection laws protect employees who report illegal or unethical behavior in the workplace from retaliation. In aviation human resources, whistleblowers who report safety violations, fraud, or other misconduct are protected from adverse actions by their employers.

24. Workers' Compensation

Workers' compensation is a form of insurance that provides medical benefits and wage replacement to employees who are injured or become ill on the job. In aviation human resources, workers' compensation covers employees who are injured in work-related accidents, such as slips, trips, and falls or exposure to hazardous materials.

25. Wrongful Termination

Wrongful termination occurs when employers terminate employees in violation of employment laws or contracts. In aviation human resources, wrongful termination may involve firing employees for discriminatory reasons, retaliation, or refusing to engage in illegal activities, and can result in legal action against employers.