

Sexual Harassment Quiz

True or False

1. Sexual harassment complaints are generally false or unjustified.
2. Sexual harassment can occur outside the work site and still be considered work related. Incidents that occur at retirement parties and office socials or in training are some of the situations where work related harassment occurs.
3. Terms of endearment with co-workers, i.e. "honey," "dear" are considered verbal abuse and charges can be brought up against the employee.
4. Women in professional jobs (teachers, lawyers, engineers, doctors, etc.) are not as likely to be sexually harassed as women in blue-collar jobs (factory workers, secretaries, truck drivers, etc.)
5. If he didn't like the sexual attention, but she meant it only as flirting or joking, then it was not sexual harassment.
6. Sexual harassment is not limited to physical contact. It can occur any time that an individual is uncomfortable with another person's approaches, comments or discussions.
7. Due to strict privacy laws, supervisors cannot monitor employee email or be found liable for sexual harassment via email by their employees.
8. Sexual harassment in the workplace is a women's issue.
9. Quid Pro Quo harassment is a form of sexual harassment when there is a request or demand of sexual favors in exchange for employment benefits or threatening reprisals if the favors are not given.
10. Friendly flirting is not sexual harassment when flirting is practiced between mutually consenting individuals who are equal in power or authority.
11. Employees claiming sexual harassment who are aware of but fail to take advantage of company policies or resources designed to prevent, correct or eliminate harassment have much weaker cases than those who do.
12. In order for it to be determined sexual harassment, the victim has to be of the opposite sex of the harasser.
13. An employee witnesses another employee being harassed. Even though this involved a co-worker, the witness can be considered a victim in this case.

MULTIPLE CHOICE QUESTIONS

14. Which statement best describes a supervisor's, manager's or team leader's potential personal liability for sexual harassment?
- A. Individual supervisors are immune from personal liability because they are not employers (only agents of their employer).
 - B. Supervisors have no personal liability but may be disciplined by their employer.
 - C. It is common in many states for a supervisor to be individually named in a charge and/or a lawsuit claiming sexual harassment.
 - D. Sexual harassment must be very extreme before a claim can be made for individual liability against a supervisor, manager, or team leader.
 - E. Supervisors, managers, and team leaders are protected from individual liability under the National Indemnification Act.
15. William sent an E-mail message to an employee recently assigned to his team complimenting her on her dress. Later she was reprimanded for poor performance. She responded that this must have been caused by her refusal to become involved with William. William is stunned and denies doing or saying anything that could be construed as sexual harassment. What advice would you offer William?
- A. Quit and find another job.
 - B. Don't worry. Everyone knows that this employee is unstable.
 - C. Cooperate fully in the investigation. If the only evidence of sexual harassment is an occasional compliment on an employee's choice of clothing, it is hard to imagine that this would create a hostile work environment.
 - D. Take a training course on sexual harassment.
 - E. Hire a good lawyer.

Answers to Sexual Harassment Quiz

1. False
2. True
3. True
4. False
5. False
6. True
7. False
8. False

- 9. True
- 10. True
- 11. True
- 12. False
- 13. True
- 14. C
- 15. C