

SEXUAL HARASSMENT PREVENTION

REVIEW QUESTIONS



TRUE OR FALSE

Question 1:

**"SEXUAL HARASSMENT IS A FORM OF SEX
DISCRIMINATION."**

Question 2:

SEXUAL OR DISCRIMINATORY DISPLAYS OR
PUBLICATIONS ANYWHERE IN THE WORKPLACE
CREATE A HOSTILE WORK ENVIRONMENT.

Question 3:

QUID PRO QUO SEXUAL HARASSMENT
OCCURS WHEN AN AUTHORITATIVE PERSON
ATTEMPTS TO TRADE PROMOTIONS OR
OTHER JOB BENEFITS FOR SEXUAL FAVORS.

Question 4:

ANYONE IN THE WORKPLACE CAN BE A
PERPETRATOR

Question 5:

ANY EMPLOYEE ENGAGED IN "PROTECTED
ACTIVITY" IS PROTECTED BY LAW FROM
BEING RETALIATED AGAINST.

Question 6:

RETALIATION IS ANY ACTION TO ALTER AN
EMPLOYEE'S TERMS AND CONDITIONS OF
EMPLOYMENT BECAUSE THAT INDIVIDUAL
ENGAGED IN PROTECTED ACTIVITIES

Question 7:

YOU SHOULD REPORT ANY BEHAVIOR YOU
EXPERIENCE OR KNOW ABOUT THAT IS
INAPPROPRIATE , WITHOUT WORRYING ABOUT
WHETHER OR NOT IT IS UNLAWFUL HARASSMENT

Question 8:

IT IS UNLAWFUL FOR AN EMPLOYER TO
RETALIATE AGAINST YOU FOR REPORTING
SUSPECTED SEXUAL HARASSMENT OR
ASSISTING IN ANY INVESTIGATION

MULTIPLE CHOICE

Question 1:

SELECT ALL CORRECT ANSWERS

SEXUAL HARASSMENT INCLUDES:

- A. SEXUAL ORIENTATION
- B. VERBAL HARASSMENT
- C. SELF-IDENTIFIED OR PERCEIVED SEX
- D. GENDER EXPRESSION
- E. STATUS OF BEING TRANSGENDER
- F. HARASSMENT ON THE BASIS OF SEX
- G. ASSAULT
- H. GENDER IDENTITY

Question 2:

SEXUAL ASSAULT, PHYSICAL ACTS OF A SEXUAL NATURE, AND INTERFERING WITH A PERSONS ABILITY TO PERFORM THEIR JOB ARE ALL EXAMPLES OF HOSTILE ACTIONS TAKEN AGAINST AN INDIVIDUAL BECAUSE OF THEIR:

A. SEX

B. GENDER

C. HEIGHT

D. WEIGHT

Question 3:

WHO CAN BE THE TARGET?

A. ONLY MEN

B. ONLY WOMEN

C. ANYONE REGARDLESS OF SEX OR GENDER

D. NO ONE

Question 4:

WHERE CAN WORKPLACE SEXUAL HARASSMENT OCCUR?

A. EMPLOYER SPONSORED EVENTS

B. CONFERENCES

C. OFFICE PARTIES

D. OFF-SITE OR DURING NON-WORK HOURS

E. ALL OF THE ABOVE

Question 5:

HARASSING A PERSON BECAUSE THAT PERSON DOES NOT CONFORM TO GENDER STEREOTYPES AND/OR HARASSMENT BECAUSE SOMEONE IS PERFORMING A JOB THAT IS USUALLY OR WAS PREVIOUSLY PERFORMED MOSTLY BY PERSONS OF A DIFFERENT SEX IS...

A. SEXUAL DISCRIMINATION

B. SEXUAL HARASSMENT

C. LOCKER ROOM TALK

D. ACCEPTABLE

Question 6:

PROTECTED ACTIVITIES INCLUDE:

- a. PROVIDING INFORMATION DURING AN INVESTIGATION
- b. MAKING A COMPLAINT ABOUT HARASSMENT
- c. CASUAL CONVERSATION
- d. MAKING A COMPLAINT ABOUT SUSPECTED HARASSMENT
- e. A, B, & D

Question 7:

SUPERVISORS ARE RESPONSIBLE FOR: SELECT ALL CORRECT ANSWERS

- A. REPORTING ANY HARASSMENT REPORTED TO THEM OR WHICH THEY OBSERVE
- B. ANY HARASSMENT OR DISCRIMINATION THEY SHOULD HAVE KNOWN ABOUT
- C. NOTHING
- D. MODELING APPROPRIATE BEHAVIOR
- E. LETTING CERTAIN THINGS SLIDE
- F. SHOWING FAVORITISM

Question 8:

ANYONE WHO WITNESSES OR
BECOMES AWARE OF POTENTIAL
INSTANCES OF SEXUAL HARASSMENT
SHOULD REPORT IT TO...

A. NO ONE

B. MANAGER

C. SUPERVISOR

D. DESIGNEE

E. B, C, & D

Question 9:

PUT THE INVESTIGATION PROCESS IN THE CORRECT ORDER

1. INTERVIEWS WILL BE CONDUCTED
2. YOUR EMPLOYER WILL CONDUCT AN IMMEDIATE REVIEW OF THE ALLEGATIONS, AND TAKE ANY INTERIM ACTIONS
3. THE INDIVIDUAL WHO COMPLAINED AND THE INDIVIDUAL(S) ACCUSED OF THE SEXUAL HARASSMENT ARE NOTIFIED OF FINAL DETERMINATION AND THAT APPROPRIATE ADMINISTRATIVE ACTION HAS BEEN TAKEN
4. RELEVANT DOCUMENTS, EMAILS OR PHONE RECORDS WILL BE REQUESTED, PRESERVED, AND MAINTAINED

UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

EEOC Multiple Choice,
Question 1:

AN INDIVIDUAL CAN FILE A COMPLAINT WITH THE
EEOC ANYTIME WITHIN _____ DAYS FROM THE
ALLEGED SEXUAL HARASSMENT.

A. 100

B. 300

C. 600

D. 900

EEOC True or False,
Questions 1 and 2:

TRUE OR FALSE:

1. YOU NEED TO HAVE AN ATTORNEY PRESENT TO FILE.
2. A COMPLAINT MUST BE FILED WITH THE EEOC BEFORE YOU CAN FILE IN FEDERAL COURT.

NYS DIVISION OF HUMAN RIGHTS

DHR Multiple Choice,
Question 1:

COMPLAINTS MAY BE FILED WITH DHR ANY
TIME WITHIN _____ OF THE ALLEGED
SEXUAL HARASSMENT.

A. 1 YEAR

B. 3 YEARS

C. 5 YEARS

D. 7 YEARS

DHR True or False, Question

1:

TRUE OR FALSE:

YOU DO NOT NEED TO HAVE AN ATTORNEY TO FILE