

Harassment Quiz: How Much Do You Know?

1. A company is liable for sexual harassment committed by managers or supervisors only if it is aware of the conduct and fails to act appropriately.
 True
 False
2. To bring a lawsuit for sexual harassment, a victim needs to show that he or she suffered a monetary or economic harm, such as being fired or demoted.
 True
 False
3. It is considered illegal sexual harassment for a woman to sexually harass another woman.
 True
 False
4. If a victim of sexual harassment instructs a manager not to tell anyone about the sexual harassment incident, the manager is legally required to keep the information strictly confidential and not to do an investigation.
 True
 False
5. A supervisor who touches an employee in a sexual manner only one time may be guilty of sexual harassment.
 True
 False
6. A person who works in an office where sexual harassment occurs, but to whom sexual activity is not directed, may still file a complaint for sexual harassment.
 True
 False
7. A romantic relationship between a manager and his or her subordinate is sexual harassment.
 True
 False
8. Abusive behavior aimed at one sex that is not "sexual" in nature (e.g. a supervisor who is constantly rude to female employees and tells them that they are "dumb broads") can be sexual harassment.
 True
 False

9. An employee who joins in with sex jokes or sexual banter in the workplace may still be a victim of sexual harassment.

- True
- False

10. If an employee does not immediately complain about offensive behavior, the behavior is probably welcome and not harassment.

- True
- False

11. The definition of sexual harassment includes

- a) Quid Pro Quo
- b) Hostile Environment
- c) Both a and b
- d) None of the above

12. Supervisors and employees need to prevent and deal with sexual harassment because:

- a) Sexual harassment is in the news and that is not the type of coverage your company wants
- b) Sexual harassment can affect productivity and morale
- c) Sexual harassment can be the cause of lawsuits
- b) All of the above

13. Frank is a receptionist in an office. He shares a workplace with Mary, an office clerk who frequently brings in "beefcake" pinups and hangs them on the bulletin board by Frank's work area. Frank has told Mary that he finds the pictures offensive.

- a) No harassment exists because men can't be victims of sexual harassment.
- b) Frank is being oversensitive
- c) Frank has a right to object to these pictures because they are overtly sexual
- d) Both a and b

14. Sexual harassment can be:

- a) Verbal
- b) Visual
- c) Physical
- d) All of the above

15. If harassment is openly practiced among the employees at a work site:

- a) The behavior is part of "shop floor talk" and is ok
- b) Management is expected to know about it
- c) People need to know about this before they accept a position
- d) None of the above