



## Quiz and Training Acknowledgment

### Test Your Sexual Harassment in the Workplace Knowledge

Answer true or false to the following questions:

- True  False If no one complains, then it's not sexual harassment.
- True  False If my intentions were good - for example, I meant to compliment someone on how great they looked there is no way my conduct could violate the sexual harassment policy.
- True  False It cannot be sexual harassment if both parties are the same gender.
- True  False Quid Pro Quo harassment occurs when a female boss tells dirty jokes to the other women in the office.
- True  False If someone is offended by my behavior in the break room, they should take their break somewhere else, or at another time, since I am not "working" while I'm on my break and I have a right to freedom of speech.
- True  False If most people find a comment amusing and inoffensive, then the one person who is offended does not have a right to complain about harassment.
- True  False Harassment based on sex can include making stereotypical remarks about someone's gender.
- True  False Sexual harassment can only come from a boss or coworker.
- True  False Sexual harassment is prohibited by law and is also prohibited by my employer's policy.
- True  False Harassment or discrimination based on sex, race, color, religion, national origin, age, disability, ancestry, or any other characteristic protected by federal, state or local law is unlawful and also violates my employer's policy.
- True  False Sexual harassment includes unwelcome sexual advances or romantic interest, or other unwelcome conduct that may be verbal, visual, or physical.
- True  False Sexual harassment involves offering job benefits in exchange for sexual favors, or alternatively threatening a person's job if they don't agree to the offer.
- True  False It is unlawful, and a violation of the company's policy, to retaliate against someone who resists unwelcome behavior, files a complaint about harassment or perceived harassment, or participates in an investigation.
- True  False Employees are subject to disciplinary action, up to and including termination for engaging in unlawful harassment or discrimination.

#### Training Acknowledgment

I have read and understand the information provided to me on Sexual Harassment.

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_



## ADDITIONAL LEARNING

1. If no one complains, then it's not sexual harassment **FALSE**  
**Sexual harassment is unwelcome conduct of a sexual nature.**
2. If my intentions were good – for example, I meant to compliment someone on how great they looked there is no way my conduct could violate the sexual harassment policy. **FALSE**  
**It is not the intention it is perception.**
3. It cannot be sexual harassment if both parties are the same gender **FALSE**  
**Harassment can exist between the same sex and between the opposite sex.**
4. Quid Pro Quo harassment occurs when a female boss tells dirty jokes to the other women in the office. **FALSE**  
**Quid Pro Quo means “this for that” and consists of exchanging job benefits for sexual favors or threatening to deny job benefits if sexual favors aren’t given.**
5. If someone is offended by my behavior in the break room, they should take their break somewhere else, or at another time, since I am not “working” while I’m on my break and I have a right to freedom of speech. **FALSE** **It is not your right to make discriminatory or harassing comments in the workplace.**
6. If most people find a comment amusing and inoffensive, then the one person who is offended does not have a right to complain about harassment. **FALSE** **Harassment and discrimination laws protect everyone in the workplace.**
7. Harassment based on sex can include making stereotypical remarks about someone’s gender. **TRUE**
8. Sexual harassment can only come from a boss or coworker. **FALSE** **Harassment can exist at all levels of an organization.**
9. Sexual harassment is prohibited by law and is also prohibited by my employer’s policy. **TRUE**
10. Harassment or discrimination based on sex, race, color, religion, national origin, age, disability, ancestry, or any other characteristic protected by federal, state or local law is unlawful and also violates my employer’s policy. **TRUE**
11. Sexual harassment includes unwelcome sexual advances or romantic interest, or other unwelcome conduct that may be verbal, visual, or physical. **TRUE**
12. Sexual harassment involves offering job benefits in exchange for sexual favors, or alternatively threatening a person’s job if they don’t agree to the offer. **TRUE**
13. It is unlawful, and a violation of the company’s policy, to retaliate against someone who resists unwelcome behavior, files a complaint about harassment or perceived harassment, or participates in an investigation. **TRUE**
14. Employees are subject to disciplinary action, up to and including termination for engaging in unlawful harassment or discrimination. **TRUE**