

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 OR TRADE 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