

# **SEXUAL HARASSMENT PREVENTION**

**REVIEW QUESTIONS**



TRUE OR FALSE

**“SEXUAL HARASSMENT IS A FORM OF SEX  
DISCRIMINATION.”**

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

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

ANYONE IN THE WORKPLACE CAN BE A  
PERPETRATOR

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

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



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

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

MULTIPLE CHOICE

# 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

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

# WHO CAN BE THE TARGET?

A. ONLY MEN

B. ONLY WOMEN

C. ANYONE REGARDLESS OF SEX OR GENDER

D. NO ONE

# 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

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



# 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

# 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

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

A. NO ONE

B. MANGER

C. SUPERVISOR

D. DESIGNEE

E. B, C, & D

# 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

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

# 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



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

TRUE OR FALSE:

YOU DO NOT NEED TO HAVE AN ATTORNEY TO FILE