Sexual Harassment: A Commonsense Approach – (Employee) Quiz
Quiz – Sexual Harassment: A Commonsense Approach – Employee

1. The first scene has two subplots—the guys chatting in the hallway, and the delivery person making a comment to the attractive woman. What is the main point of the scene with the two men chatting about the attractive new hire?
A) Their behavior is a problem, since the attractive employee might overhear them.
B) Their behavior is a problem, since it makes the woman sitting nearby uncomfortable.
C) Their behavior is a problem, since it encourages the delivery-person to act poorly.
D) None of the above.

2. In the first scene, the delivery person made an inappropriate comment to the attractive new hire. What is the point of this portion of the vignette?
A) Vendors are not held to the same standards as coworkers.
B) Workplace harassment can be committed by individuals who are not coworkers.
C) It takes more than one instance for harassment to have taken place.
D) It’s not harassment, unless someone has been touched.

3. “Harassment’s all about perception; it’s not about intent.” What does this mean?
A) If the “harasser” didn’t mean to offend someone, then it’s not sexual harassment.
B) What’s important is whether or not the person who is exposed to the conduct finds it welcome.
C) If people are joking around, it can’t be harassment.
D) All of the above.

4. What is the main learning point in the scenario about compliments at the architectural firm?
A) If you are having a problem with someone, report it to HR.
B) If you are having a problem with someone, document events.
C) If you are having a problem with someone, oftentimes the problem can be resolved simply by telling that person that his/her behavior is unwelcome.
D) None of the above.

5. “Sexual harassment is _______ behavior of a sexual nature.”
A) repetitive
B) unhealthy.
C) unwelcome
D) physical
6. The scene in the kitchen of a restaurant is designed to explore what “unwelcome” means. Who decides if a behavior is unwelcome?
   A) The recipient.
   B) A jury.
   C) The HR department.
   D) Coworkers.

7. Which of the following is true?
   A) Whether something is welcome or not is up to the recipient.
   B) A particular behavior may be OK from one person, but not from another.
   C) A comment that amuses some could offend others.
   D) All of the above.

8. What was the learning point of the scenario in the real estate office?
   A) Even though the attention from her male coworker is welcome, it is sexual harassment.
   B) Inappropriate clothing and/or flirtatious behavior, even if appreciated by some, is likely to make others uncomfortable. Thus it should be avoided.
   C) People wearing suggestive clothing will eventually be sexually harassed.
   D) None of the above.

9. In one scenario, employees give sexually-themed gifts to a coworker. Which of the following points were made in that story?
   A) Workplace teasing and pranks can go too far, leading to an atmosphere where people feel uncomfortable at work.
   B) If a behavior is unwelcome, and of a sexual nature, it fits the definition of sexual harassment.
   C) Women can harass men.
   D) All of the above.

10. What is the learning point in the story that takes place in the medical lab?
    A) Romantic interest can become a serious matter if it continues after the pursuer has been asked to stop.
    B) Emailing a love-poem is harassment.
    C) Women can harass men.
    D) All of the above.
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