Harassment & Diversity; Respecting Differences (Employee)

Quiz
Quiz - Harassment & Diversity; Respecting Differences (Employee)

1. Which of these is NOT an accurate statement?
   a) Although a diverse and inclusive workplace is usually a very positive thing, it can also create friction and conflict.
   b) In a workplace tainted by disrespect or discrimination, we don’t get the best from our coworkers, or ourselves.
   c) Experiencing some degree of conflict with our coworkers is to be expected - after all it’s human nature.
   d) **Friction and conflict in the workplace are usually desirable – they keep people on their toes.**

2. Under the law, employees are protected against retaliation in harassment and discrimination claims. Which of the following is NOT protected under the law?
   a) Filing a complaint of discrimination or harassment.
   b) Raising a concern about discrimination or harassment.
   c) **Unintended participation in an act of discrimination or harassment.**
   d) Taking part in an investigation of discrimination or harassment.

3. Identify the true statement:
   a) The most important aspect in resolving a harassment complaint is intent – whether or not the harassment was meant to offend.
   b) When you feel you are being harassed or discriminated against, you should wait to collect sufficient evidence before raising the issue.
   c) Both A and B are true.
   d) **Neither A nor B are true.**

4. Which of the following action steps are recommended to all viewers of the program?
   a) Know your company’s policies.
   b) Speak up about unwelcome behavior.
   c) If someone complains about your behavior, STOP!
   d) **Each of these is a good idea.**
5. If you think you've hurt someone's feelings, unintentionally or otherwise, you should:
   a) Notify Human Resources right away to tell your side of the story.
   b) Start planning a defense, in case a complaint is filed.
   c) Lay low for a few days and hope things cool-off.
   d) **Apologize to the offended party and commit to improving your working relationship as you move forward.**

6. When you find yourself as the recipient of unwelcome behavior, you should:
   a) Speak up immediately, as soon as something is bothering you.
   b) Speak directly to the offending party if you are comfortable doing so.
   c) Go to a supervisor or Human Resources representative, if you're not comfortable speaking directly to the offending party.
   d) **All of the above are appropriate.**

7. Unlawful harassment...
   a) is not only sexual in nature.
   b) may involve supervisors or co-workers.
   c) can be indirect – such as an overheard conversation that was intended to be private.
   d) **All of the above are accurate.**

8. Early in the video, Howard told his supervisor about his co-workers’ inappropriate responses to a martial arts movie. What could he do differently to make his concerns clear?
   a) Collect physical evidence to prove what happened.
   b) Wait until the situation worsened, to make sure he had a really strong complaint.
   c) **Take more time in talking to his supervisor, making sure she understood the behavior was unwelcome and giving her a chance to respond.**
   d) None of these, Howard did all that he could.

9. Which of the following behaviors will help make your workplace a more enjoyable and productive environment?
   a) Treating others with respect and courtesy.
b) Understanding that what might seem acceptable or funny to you, could be offensive to someone from a different background.

c) Not letting resentment build, speaking out when something offends you.

d) All of these are recommended practices that contribute to a harmonious workplace.

10. Most employers have strong policies protecting employees against workplace harassment. Which of the following is generally NOT a goal of these policies?

a) Outline what may or may not be considered workplace harassment.

b) Ask employees to give harassment issues a chance to resolve themselves, before speaking up.

c) Remind employees to treat each other with courtesy and respect.

d) Encourage employees to speak up immediately when something is bothering them.
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