

Sexual Harassment Quiz

Test your knowledge and understanding of Sexual Harassment by making an educated guess of the answer for the following questions.

1. The definition of sexual harassment includes:
 - a. Quid pro quo
 - b. Hostile environment
 - c. Both a and b
 - d. None of the above

2. Supervisors, employees, faculty members and students need to prevent and deal with sexual harassment because:
 - a. Sexual harassment is in the news
 - b. Sexual harassment can affect productivity, the learning experience and morale; it's also a fairness issue and can be the cause of lawsuits
 - c. Sexual harassment doesn't affect productivity or the learning experience, but can be the cause of lawsuits
 - d. Sexual harassment doesn't affect morale, but can affect productivity and the learning experience

3. The definition of *quid pro quo* involves:
 - a. A supervisor or faculty member promising an employee a promotion or a student a grade in return for sexual favors
 - b. A supervisor or faculty member threatening to fire an employee if sexual favors aren't granted.
 - c. Placing suggestive pictures on a wall.
 - d. Both a and b

4. An intimidating atmosphere, questions or jokes related to sexuality, sexually oriented pictures, leering, or touching are related to:
 - a. A pleasant workplace
 - b. A quid pro quo situation
 - c. Increased productivity
 - d. A hostile environment

5. Steve is a receptionist in an office. He shares a workplace with Marie, an office clerk. Marie frequently brings in "beefcake" pinups and hangs them on the bulletin board by Steve's desk. Steve has told Marie he finds the pictures offensive.
 - a. No harassment exists because men can't be victims of sexual harassment
 - b. Steve is being oversensitive
 - c. Steven has a right to object to a hostile environment
 - d. Both a and b

6. Alice's boss likes to tease her about her figure. He often tells her that she looks terrific and "has a great shape." Alice is embarrassed by his comments. In this case:
 - a. What's important is how the comments make Alice feel
 - b. What's important is what Alice's boss intends by his comment
 - c. What's important is that Alice is too sensitive

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- d. What's important is that this is a quid pro quo situation
7. Students in a graduate seminar know that the professor is in a consenting sexual relationship with one of their classmates. Although the professor and student try to be discreet about their relationship, the other students notice the special attention their classmate receives. They feel their classmate has an unfair advantage, and they resent it. The professor's behavior may place him/her and the university in a venerable situation because:
- a. Amorous relationships that might be appropriate in other circumstances are always inappropriate when they occur between a faculty member or officer of the university and any student or employee for whom he or she has professional responsibility
 - b. Those in positions of authority inherently carry the element of power in their relationships with students and it is imperative that he or she does not abuse or appear to abuse this power entrusted to them
 - c. Officers and faculty members should be aware that any romantic involvements with their students or employees makes them liable for formal action against them if a complaint is initiated by a student or employee and that they will be held accountable for unprofessional behavior
 - d. All of the above
8. Immediate and thorough investigation of sexual harassment complaints:
- a. Is unnecessary
 - b. Is time-consuming
 - c. Is the hallmark of a strong policy on sexual harassment
 - d. Is rarely warranted
9. An effective three-part strategy for employees or faculty members dealing with sexual harassment is:
- a. Respond first, then record and report
 - b. Record first, then respond and report
 - c. Respond first, then reconsider and record
 - d. Report first, then respond and record
10. Responding directly to work place or classroom sexual harassment:
- a. Is important because it can resolve a situation without a formal complaint
 - b. Is rarely effective and shouldn't be done
 - c. Is too intimidating to the harasser to be effective
 - d. Is usually unnecessary
11. One effective way to help prevent sexual harassment in the workplace is to:
- a. Ignore the entire issue
 - b. Remember that sexual harassment never applies to men
 - c. Think only of what you intend by a comment, not what the person at the receiving end may feel about it
 - d. Think of whether you'd want a person you care about to hear what you're going to say

Test your knowledge and understanding of Sexual Harassment by making an educated guess whether the following statements are true or false.

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A victim of sexual harassment has to be of the opposite sex from the harasser.	True	False
The victim does not have to be the person to whom unwelcome sexual conduct is directed. He or she may be someone who is affected by such conduct when it is directed toward another person.	True	False
Submission to the requests for sexual favors does not negate the victim's rights to file a sexual harassment complaint.	True	False
It is the intent of the harasser, rather than the perception of the victim, which determines whether or not sexual harassment occurred (e.g., "he doesn't mean anything by it; he/she hugs all the women.")	True	False
An employee's conduct of posting the pictures of nude women and/or males would bar his/her Title VII sexual harassment claim against his/her employer who, he/she alleged, showed him/her pornographic film advertisements, talked about sex, and made lewd gestures toward her.	True	False
One act of sexual harassment may be sufficient to constitute an actionable claim.	True	False
An employee and/or student reports lewd and aggressive conduct by a fellow employee or instructor but doesn't want to make a formal complaint. The employee says he/she can handle it himself or herself. You should forget that the two of you had the conversation and allow the employee to handle it her or himself.	True	False
A supervisor or faculty member does not have an obligation to investigate a report of sexual harassment or report the allegation to the Equity Office if the supervisor/faculty member learns of the harassment from someone other than the victim (hearsay evidence) and the victim does not want any action taken.	True	False
The university may establish a policy that states "not even one instance of unwelcome sexual conduct in the campus community will be allowed and anyone engaging in inappropriate behavior on the campus will be subject to disciplinary action," even if the behavior does not meet the legal definition of sexual harassment.	True	False
The university can be held liable for the sexual harassment of employees by customers or other third parties.	True	False
The university can be held liable for the sexual harassment of its employees and students by another company and/or a company under contract with the university.	True	False
Acts of aggression, intimidation, hostility, rudeness, name calling, or other types of abusive conduct directed toward one gender can be sexual harassment.	True	False
A widely publicized policy and grievance procedures and a prompt investigation followed by effective remedial action will mitigate damages for a defendant employer in a sexual harassment lawsuit.	True	False