

The Respectful Workplace, Title VII Pre-Test

Determine whether the following statements are true or false.

- ___ 1. Under the Equal Employment Opportunity Commission (EEOC) Title VII guidelines on sexual harassment, the only conduct **managers** and **supervisors** can be specifically held liable for is demanding sexual favors in return for promotions, raises, and other employment benefits.
- ___ 2. A complainant must show that he/she does not welcome the verbal or physical advances in order to claim sexual harassment.
- ___ 3. Only supervisors and managers – people with authority to affect others’ job status – can sexually harass.
- ___ 4. A complainant must show tangible job loss – demotion, salary reduction, salary loss due to absenteeism or illness, etc. – to claim sexual harassment.
- ___ 5. Employers are not responsible for what an employee does with another employee after hours and away from the workplace.
- ___ 6. Employers can be held liable for the sexual harassment of an employee by a non-employee.
- ___ 7. A woman who dresses provocatively and flirts cannot claim sexual harassment.
- ___ 8. A third person who is offended by a verbal exchange of a sexual nature between two co-workers cannot claim sexual harassment unless one of the two co-workers does.
- ___ 9. It is the recipient of the behavior, not the person doing the behavior who determines whether or not the behavior is welcome.
- ___ 10. Behavior of an harassing nature in the workplace must be intentional in order to be considered actionable.
- ___ 11. An employee found guilty of harassment may be ordered by a court to pay part of a settlement to the harassed individual.
- ___ 12. One racial epithet may be sufficient to constitute harassment.
- ___ 13. It is appropriate for a supervisor to determine immediately whether or not the complaining person overreacted or misunderstood the alleged harasser.

True or False – The following behaviors could constitute a hostile environment, and thus be considered harassment under Title VII guidelines:

- ___ 14. An employee calling a tall employee “Stretch” and “a tall drink of water.”
- ___ 15. One employee calling the other employee a “horse’s ass” during a meeting.
- ___ 16. One employee saying of another, “It must be that time of the month.”
- ___ 17. Posting Bible scriptures on screen savers.
- ___ 18. Posting “swimsuit” calendars in the workplace if no one objects.
- ___ 19. Two employees looking at a pornographic cartoon behind closed doors.
- ___ 20. An employee inviting another out for a date.
- ___ 21. An employee calling an older employee “pops.”
- ___ 22. A group of consenting employees, including shareholders, managers, and supervisors going to a strip bar after hours.
- ___ 23. An employee getting drunk at a private party and coming on to a colleague.
- ___ 24. An employee flirting with a client at an after-hours party.
- ___ 25. A supervisor telling dirty jokes to an employee who reports to him/her.
- ___ 26. Catholic and Jewish employees engaged in friendly teasing using phrases like “mackerel snapper” and “kike.”

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*Answers to
The Respectful Workplace, Title VII Pre-Test*

1. False. Quid Pro Quo harassment covers all forms of harassment, including race, religion, age, gender, and disability. Supervisors and managers can also be held liable for creating a hostile work environment.
2. True, at some point the complainant needs to let someone know the behavior is unwelcome.
3. False. Anyone in the workplace can create a hostile work environment.
4. False.
5. False. In certain circumstances, the same rules apply when employees meet after work.
6. True.
7. False.
8. False. It is possible for people to offend those observing their behavior.
9. True.
10. It depends. The key is how the offender handles the complaint. If the behavior stops immediately, it is no longer a problem unless the behavior was severe enough to warrant immediate action.
11. It depends. Employees cannot be sued. Supervisors, however, can be held liable for harassment and may have to pay damages.
12. True.
13. It depends. Supervisors should take immediate action to investigate the situation. It could take time to do a thorough job, however.
14. It depends. If this is gender based, it could be a problem.
15. False. This is inappropriate workplace conduct, but it is not covered under Title VII.
16. True.
17. It depends. If the scripture is in a private office and doesn't offend anyone, it's ok. If it is in a common area, however, the person should exercise sensitivity to those with different beliefs.
18. True.
19. True. It has the potential for causing problems.
20. It depends. If someone is persistent after being told "no," it is a problem.
21. True. Age is a protected group.
22. True. Someone may feel pressured to attend.
23. True, especially if the aggressor is a supervisor.
24. It depends on whether or not a company has a policy about dating clients.
25. True.
26. It depends. This is unsafe territory. It's best to reserve this kind of teasing for someplace other than work.

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