Workplace Harassment Pre-Test

1. It’s not harassment if it happens only once.
   
   TRUE  FALSE

2. Your organization can be sued and held liable for alleged harassment that wasn’t reported until after the employee leaves.
   
   TRUE  FALSE

3. There are two (2) kinds of sexual harassment, please circle the correct terms:

   Hostile Environment  Blatant  Quid Pro Quo  Accidental

4. Volunteers, visitors and vendors for the organization are not held accountable for following workplace harassment policies.

   TRUE  FALSE

5. If an employee complains that a co-worker texted offensive photos to their personal device, outside of work hours, the offense does not fall under workplace harassment.

   TRUE  FALSE

6. Telling a coworker that he or she looks nice is harassment.

   Yes  Maybe  No
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7. If an employee willingly extended a friend request to his or her supervisor or co-worker on social media and becomes uncomfortable that the other person is becoming too familiar, the worker shouldn’t report it to HR.

TRUE    FALSE

8. Teasing an employee because s/he is older is not harassment.

TRUE    FALSE

9. Workplace harassment can occur here:
   (check all that apply)
   _____ Retirement Parties   _____ A happy hour with coworkers
   _____ Off-site training   _____ Work Retreats

10. An employee witnesses another employee being harassed. Even though this involved a co-worker, the witness can be considered:
    (check all that apply)
    _____ A victim   _____ An accomplice   _____ Uninvolved

11. HR may need to tell an individual if his or her physical gestures, such as tight hugging and shoulder massages, are making others uncomfortable.

TRUE    FALSE

12. A bank can be held liable for the inappropriate behavior of its clients.

TRUE    FALSE

TOTAL CORRECT: _____ / 12