

Sexual Harassment Self-Assessment Questions

1. To sustain a claim of “hostile working environment”, the harassment must be both severe and pervasive.
 - A. True
 - B. False

2. Which of the following are examples of quid pro quo harassment: the victim is forced to choose between submission to sexual demands of a supervisor and _____:
 - A. Loss of job
 - B. Loss of promotion
 - C. Loss of salary
 - D. All of the above

3. Which of the following should NOT be part of the employer’s investigation of a sexual harassment complaint?
 - A. An interview with the complainant
 - B. Preservation of all evidence
 - C. A public accusation of the alleged harasser
 - D. An interview with the alleged harasser

4. A male employee keeps sexually explicit photos in the work area. A female employee who finds these photos offensive may not make a claim of hostile environment harassment because the harassment is not aimed directly at her.
 - A. True
 - B. False

5. Which of the following should be included in a company’s sexual harassment policy?
 - A. Denouncement and definition of sexual harassment
 - B. Complaint procedure and statement of sanctions for violators
 - C. Protection for those who make charges
 - D. All of the above

6. Which form of harassment may be occurring if a male employee rejects a homosexual advance made by his male supervisor and is subsequently fired?
 - A. Hostile work environment harassment
 - B. Quid pro quo harassment
 - C. It is not possible for a male supervisor to harass a male employee, from a legal standpoint.

7. A patient sexually harasses a pharmacist. The employer is liable. The victim can make a sexual harassment claim of which type:
 - A. Quid pro quo
 - B. Hostile work environment

8. The EEOC prohibits consensual office romances.
 - A. True
 - B. False