

NAME \_\_\_\_\_

DATE \_\_\_\_\_

## SEXUAL HARASSMENT

**Answer True (T), False (F) or Maybe (?) to the following:**

- \_\_\_1. When male and female co-workers tell sexual jokes, no one seems to mind. The supervisor who overhears the joking does not have to stop the joking unless someone complains.
- \_\_\_2. Visuals of a sexual nature can be a form of sexual harassment.
- \_\_\_3. The reason why a person sexually harassed another individual is an important element in determining whether the behavior constituted sexual harassment or not.
- \_\_\_4. An employer is not responsible for sexual harassment done by a supervisor if the employer is unaware of the behavior.
- \_\_\_5. An employee must use the internal complaint procedure or chain-of-command before filing a sexual harassment complaint with an external agency.
- \_\_\_6. Employees can be held personally legally liable for sexual harassment.
- \_\_\_7. A supervisor threatens to deny an employment benefit unless the employee submits to a sexual demand. The employer and supervisor are liable only if the employment benefit is denied.
- \_\_\_8. Harassment of an individual because of his/her gender is a form of discrimination only if the behavior is sexual in nature.
- \_\_\_9. A person who engages in telling sexual jokes or making sexual innuendoes would not have a valid sexual harassment complaint if she/he later complains of a co-worker's sexually harassing behavior.
- \_\_\_10. A good way to determine if a behavior is sexual harassment is to ask yourself whether the behavior offends you or makes you feel uncomfortable.

## **SEXUAL HARASSMENT - RELATED DEFINITIONS**

**SEXISM** = Belief that one sex is better / superior to another.

Examples: \_\_\_\_\_

**SEX DISCRIMINATION** = Employment decision based on sex or treating employees differently because of their sex. Employment decisions should be based on work experience and qualifications.

Examples: \_\_\_\_\_

**SEXUAL HARASSMENT** = Unwelcome behavior of a sexual nature. Either quid pro quo or a hostile work environment.

**QUID PRO QUO** = (Something for something) Decisions based / conditioned on employee's acceptance or rejection of sexual behavior.

Examples: \_\_\_\_\_

**HOSTILE WORK ENVIRONMENT** = Sex-based behavior which creates an offensive, hostile, charged, intimidating work environment which adversely affects an employee's ability to do his/her work or makes the employee work in a stressful condition.

Examples: \_\_\_\_\_

**SEX-BASED HARASSMENT** = Actions/situations that degrade/ridicule an employee or are adverse because of his/her sex.

Examples: \_\_\_\_\_

**SUBTLE SEX HARASSMENT** = Early stages of sexual harassment that, if not stopped, could create legal liability. This is not a legal term.

Examples: \_\_\_\_\_