

Post Test

Match the following terms with their definition or description:

TERMS

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| A. Quid Pro Quo | F. Third Party Sexual Harassment |
| B. Sex Discrimination | G. Informal (Pre-complaint) System |
| C. Hostile Work Environment | H. Formal Complaint System |
| D. Sexual Harassment | I. EEO Counselor/Mediator |
| E. Reasonable Woman Standard | J. MRP Policy & Regulations |

1. _____ Unwelcome behavior of a sexual nature.
2. _____ Unwelcome sexual behavior that creates an offensive and intimidating work environment which adversely impacts an employee's ability to do his or her job.
3. _____ Conditioning employment or employment decisions upon an employee's acceptance or rejection of unwelcome sexual behavior.
4. _____ If the employee deems it necessary, he/she may contact an EEO Counselor/Mediator to initiate an allegation of sexual harassment.
5. _____ An additional standard used to evaluate the impact of sexual harassment to determine when unwelcome sexual or sex-based behavior creates a hostile work environment.
6. _____ Employment decisions that are based upon an employee's sex instead of on his/her job-related work experience, performance, or qualifications.
7. _____ When an employee deems it necessary, he or she may contact this position to resolve the situation by pursuing the informal (pre-complaint) system.
8. _____ Sexual harassment that affects others not directly involved in the behavior or situation.
9. _____ Prohibits sexual harassment in the work place.
10. _____ This process is initiated after an employee alleging sexual harassment finds the informal (pre-complaint) system did not satisfactorily resolve the situation.

Answer True (T) of False (F) to the following:

1. ___ Visuals of a sexual nature can be a form of sexual harassment.
2. ___ The alleged sexual harasser's motive is an important element in determining if the behavior was or was not sexual harassment.
3. ___ Employees can be held personally legally liable for sexual harassment.
4. ___ A supervisor threatens to deny an employment benefit unless the subordinate submits to a sexual demand. The employer and supervisor are liable only if the employment benefit is denied.
5. ___ Harassment of an individual because of her or his gender is a form of sex discrimination only if the behavior is sexual in nature.
6. ___ Quid pro quo harassment is basing an employment decision on submission or request for sexual favors.
7. ___ Vulgar, sexual language is acceptable in a male-dominated work environment unless someone complains.
8. ___ A supervisor can be held legally liable for hostile work environment sexual harassment even if she or he is unaware of complaints.
9. ___ Retaliation or reprisal taken against someone for complaining of sexual harassment is illegal.
10. ___ When a supervisor initially receives a sexual harassment complaint, it is appropriate for him or her to explain to the alleged recipient why the alleged harasser may have done the alleged behavior.