

SECTION TWO REVIEW

In this section, we covered:

- ! Overview of Civil Rights and Equal Employment Opportunity
- ! Laws, Policies, and Regulations Prohibiting Sex Discrimination and Sexual Harassment
- ! Overview of Sex Discrimination
- ! Types of Sex Discrimination
- ! Overview of Sexual Harassment
- ! Forms of Sexual Harassment
- ! Behaviors Which May Constitute Sexual Harassment
- ! Important Reminders about Sexual Harassment
- ! Evaluating Situations of Alleged Sexual Harassment

1. Think for a few moments about the difference between sex discrimination and sexual harassment. Then, review the examples below and decide if they depict examples of sex discrimination or sexual harassment. After reading the examples, circle the appropriate response.

A. A manager decides not to consider an application from a woman for a position because the manager believes that women cannot make it through the long hours needed for the job.

Sex Discrimination Sexual Harassment

B. A manager finds out an employee has recently become pregnant. The manager decides not to promote the employee to a supervisory position that just became vacant, but rather hires someone else who will not, the manager thinks, be absent from their duties because of child care responsibilities.

Sex Discrimination Sexual Harassment

SECTION TWO REVIEW

- C. A MRP employee who provides services in a federal office feels that the verbal comments from a non-Federal Government employee are offensive and degrading. The comments about the MRP employee's appearance make working in the office difficult.

Sex Discrimination Sexual Harassment

- D. A manager decides not to fill a position with a female candidate because, traditionally, the work has been done almost exclusively by males in the past.

Sex Discrimination Sexual Harassment

- E. An employee of an outside contractor objects that the posters of women displayed in a MRP employee's office are too revealing and degrading.

Sex Discrimination Sexual Harassment

2. In the space below, make two lists. First, write down some examples of sex discrimination that you experienced, someone you know experienced, or a situation you know about (A). Then, write down a list of some examples of sexual harassment that either you have experienced, someone you know experienced, or that you know about (B). (You will refer to these answers later after covering some material.)

 A

 B

3. Could sexual harassment occur between:
A subordinate and a supervisor? Yes No
Two people of the same sex? Yes No
A MRP employee and a non-government employee? Yes No
Between co-workers? Yes No
MRP employees and contractors with a formal agreement with MRP? Yes No

SECTION TWO REVIEW

4. Consider the following examples of possibly sexually harassing situations. Circle whether the incident could be either *quid pro quo* or *hostile environment* sexual harassment.

A. A MRP employee feels offended by the language used by co-workers. The co-workers are constantly talking about sex, making sexual jokes, and seem to relate almost everything, including the most innocent conversations, to sex. Most of the employees don't seem to notice or mind, but a few have difficulty talking with the group of co-workers.

Quid Pro Quo Hostile Environment

B. An employee feels threatened by his or her supervisor because of the persistent teasing and sex-related hints that occur. After weeks of this, the supervisor makes it known to the employee that the only way the employee will get the promotion he or she is seeking is to date the supervisor.

Quid Pro Quo Hostile Environment

5. Write down five (5) examples of each form of sexual harassment:

Physical

Verbal

Non-verbal

SECTION TWO REVIEW

6. Complete the following sentences:

- A. Sexual harassment can occur in situations involving a _____ and a _____, or between co-workers.
- B. Sexual harassment may result from the _____ of an action or behavior, and not necessarily from the _____ of the action or behavior.
- C. The _____ does not have to be the one at whom the unwelcome sexual conduct is directed.
- D. Sexual harassment is defined by the EEOC as any _____ verbal, non-verbal or physical advance, request for sexual favors, or other verbal or physical conduct of a sexual nature when:
- ! submission to such conduct is made either implicitly or explicitly a _____ or _____ of an individual's _____; or
 - ! submission to, or rejection of, such conduct is used as the _____ for _____ about an individual's _____ (i.e. performance evaluation, promotion, transfer, selection for training, etc.); or
 - ! such conduct has the purpose or effect of creating an intimidating, _____ or _____ working environment, or unreasonably interferes with an individual's work _____.