

Answers - Test
Questions for
Workplace
Harassment Training
for Supervisors and
Managers

Question

James is an African-American war veteran who was injured in the line of duty and is now confined to a wheelchair. He works as a web site content developer and his manager often makes disparaging remarks about the quality of his work. The manager has also had to speak to James about his frequent tardiness and violations of the company's dress code.

Would this be considered unlawful harassment?

- Yes, because the manager is being racist and acts in a discriminatory way because of James's impairment
- No, because the manager speaks to James about his work performance, not his race or disability
- No, because James is a veteran, which is not a protected characteristic
- Yes, because James should be given some leeway due to his disability

Choose the correct option and then select **Done**.

Done

Status

Answer Later

1 of 2



Question

Augustine is a 45-year old refugee from an Eastern European country. Her manager calls everyone by an "identifying" nickname, including her. He does this because he thinks it makes everyone feel welcome. He coins the nickname "Babushka" for her, because of the brightly colored scarves she wears on her head as part of her traditional dress in Eastern Europe.

Is this an example of unlawful harassment?

- Yes, because the harassment is aimed at Augustine's country of origin
- No, because the manager calls everyone by a nickname
- No, because the derogatory comments are not meant maliciously
- Yes, because the manager is discriminating against Augustine because of her age and her status as a refugee

Choose the correct option and then select **Done**.

Done

Status

Answer Later

1b/2



Question

Which two examples of supervisory actions may be construed as tangible employment actions?

- Failing to promote an employee as a result of her unwillingness to work overtime due to family commitments
- Changing an employee's title from "foreman" to "team lead" without changes in benefits or job duties, after the employee complains of racial harassment
- Firing an employee as a result of a complaint he made about unlawful harassment
- Firing an employee because he won't convert to a particular religion

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done



Question

Do you think the behavior of Andrew's colleagues is against the law?

- Yes, because their behavior discriminates against Andrew based on his religion
- No, because Andrew is a Caucasian male and so isn't legally protected from harassment

Choose the correct option and then select **Done**.

Done



Question

Which other characteristics do you think it's unlawful to use as the basis for discriminating against others?

- Economic status
- Age
- Disability
- Sex or gender
- Race, color, or national origin
- People's dress

Choose more than one option and then select Done. To deselect an option, choose it a second time.

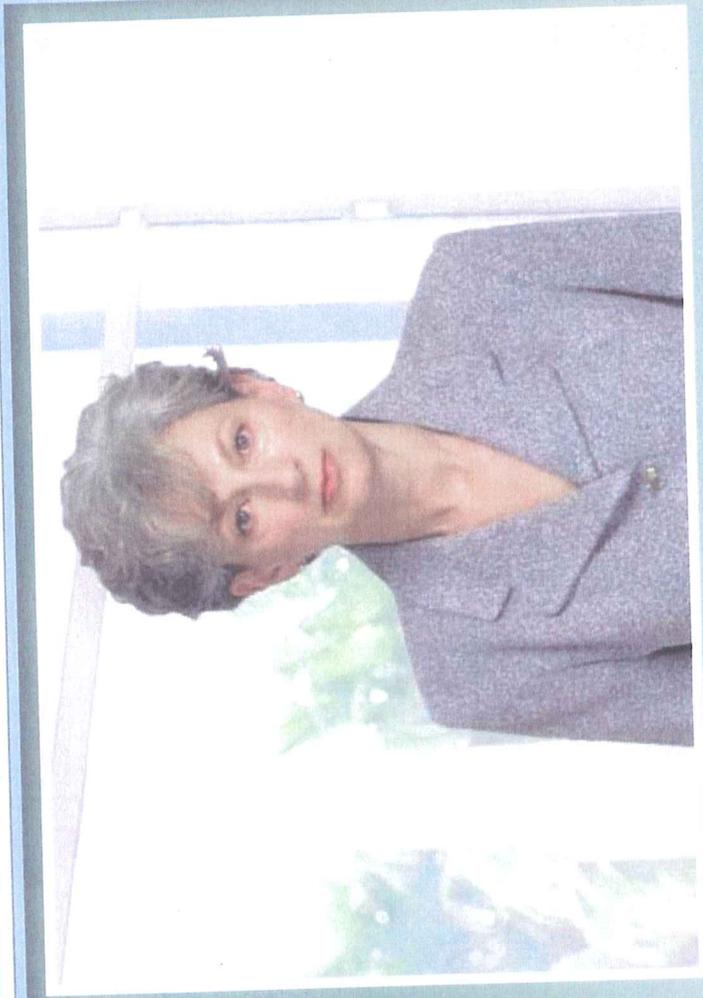
Done



Do you think the conduct Rachel experienced constitutes unlawful harassment?

Select your answer and then select the **Get Feedback** button.

Get Feedback



Likely

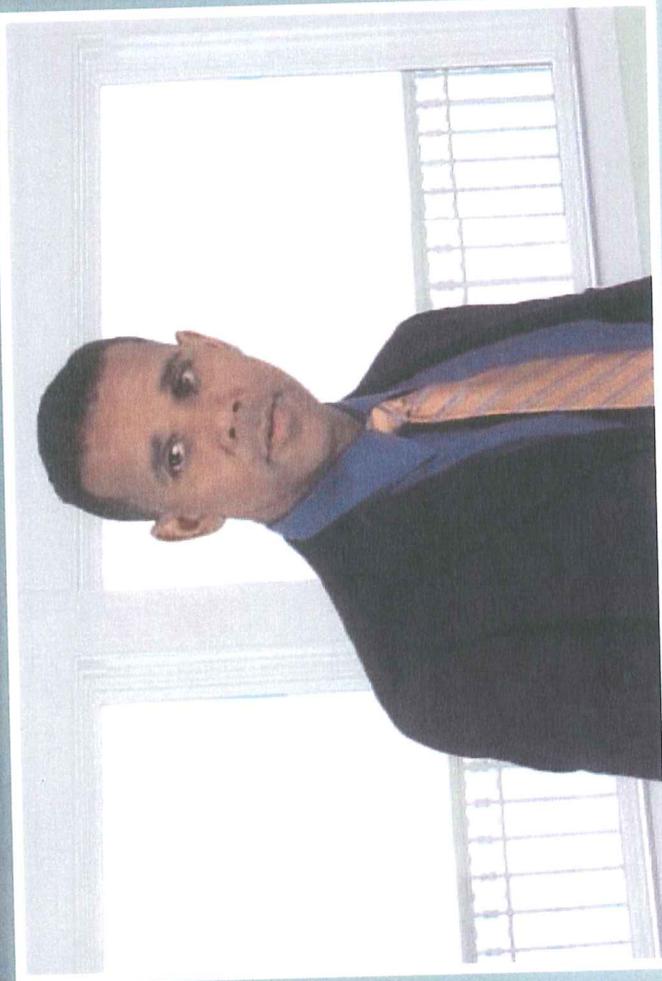
Not likely

Not sure

What about Henry's example, in which his manager is consistently rude to employees? Do you think that constitutes unlawful harassment?

Rate whether or not you think Henry's experience is of unlawful harassment and then select the **Get Feedback** button.

Get Feedback



Likely

Not likely

Not sure

Exit

Help

Question

Maria, a 25-year old Mexican woman, works as a sales consultant at your firm. She tells you that her coworkers have been using racially derogatory language toward her, as well as making jokes at her expense. She's ignored her coworkers as much as possible, but once burst into tears in front of them. The coworkers didn't apologize and continue to mock her and her nationality.

Is this an example of unlawful harassment?

- No, because the comments are not severe, even though they're directed at Maria on the basis of protected characteristics
- No, because her coworkers' behavior doesn't compromise Maria's work
- Yes, because the comments and jokes are targeted at Maria's race and national origin, and the incidents keep occurring even though it's clear that they upset Maria
- Yes, because her coworkers continued to harass her after she burst into tears

Choose the correct option and then select Done.

Done



Question

Mark is a 30-year old Caucasian male. His female supervisor frequently touches his arm when talking to him and makes suggestive comments. Mark says he has never flirted with his supervisor and is feeling very uncomfortable about this treatment. He has come to you for help.

Is this an example of unlawful harassment?

- No, because his supervisor has not threatened to fire or demote Mark if he doesn't provide sexual favors
- No, because Mark is both white and male, so he's not a member of a protected group
- Yes, because the comments constitute sexual harassment and occur frequently
- Yes, because the supervisor is in a position of power

Choose the correct option and then select **Done**.

Done



Question

Andrea, a 45-year old Caucasian woman works as a messenger for your company. A member of the office team once called her an idiot when she failed to deliver an urgent message.

Is this an example of unlawful harassment?

- No, because Andrea failed to carry out her duties correctly
- No, because the conduct was not directed at a protected characteristic
- Yes, because Andrea falls within two protected groups - age and gender
- Yes, because the coworker made a derogatory remark to a woman

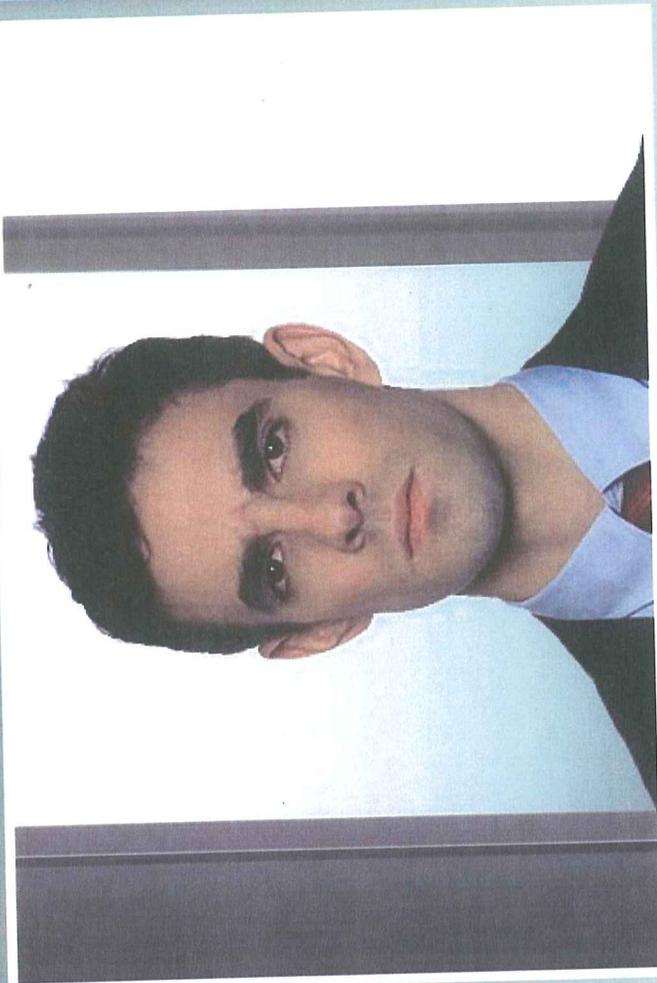
Choose the correct option and then select **Done**.

Done

If Jose filed a harassment claim, how likely is it that the company would be liable for Martina and Jim's actions?

Indicate how likely you think it would be that the company would be held liable for Martina and Jim's actions. Then select the **Get Feedback** button to learn more.

Get Feedback



Likely

Not likely

Not sure



Question

Suppose Martina was a senior sub-editor for the web-based retail store who provides performance appraisals and makes recommendations for promotion, but doesn't make the final decision on who is promoted.

Would she still be considered Jose's supervisor or manager?

No

Yes

Choose the correct option and then select Done.

Done





Question

And what about Jim? Suppose he was a team lead who handed out daily assignments to the team. Would he still be regarded as Jose's supervisor?

Yes

No

Choose the correct option and then select **Done**.

Done

Question

Do you think Jose's situation would be considered to have resulted in a tangible employment action?

No

Yes

Choose the correct option and then select Done.

Done



Question

Which situations do you think illustrate harassment that results in a tangible employment action?

- Reassigning a 50-year old employee from full- to part-time status at her request for fewer hours, with no change in duties or base salary, but a change in benefits because of her new status
- Reassigning an employee to a lower-status position after she complains that her coworkers are harassing her because she's excused from working on Saturdays due to religious reasons
- Firing an employee who refuses to cut his hair in order to adhere to a restaurant's dress code, which is based on food safety regulations
- Demoting an employee who filed a complaint with HR that he was passed over for a promotion due to his race

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done



Question

Which two examples of supervisory actions constitute tangible employment actions?

- Humiliating an employee in front of a customer by calling the employee useless
- Terminating an employee because she complains about continuing derogatory comments her manager makes about her physical disability
- Failing to promote an employee because she's female
- Firing a female employee who fails to perform her job satisfactorily

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done

Status Answer Later



Question

James is an African-American war veteran who was injured in the line of duty and is now confined to a wheelchair. He works as a web site content developer and his manager often makes disparaging remarks about the quality of his work. The manager has also had to speak to James about his frequent tardiness and violations of the company's dress code.

Would this be considered unlawful harassment?

- Yes, because the manager is being racist and acts in a discriminatory way because of James's impairment
- No, because James is a veteran, which is not a protected characteristic
- No, because the manager speaks to James about his work performance, not his race or disability
- Yes, because James should be given some leeway due to his disability

Choose the correct option and then select Done.

Done

Status

Answer Later

2 of 2



Question

Augustine is a 45-year old refugee from an Eastern European country. Her manager calls everyone by an "identifying" nickname, including her. He does this because he thinks it makes everyone feel welcome. He coins the nickname "Babushka" for her, because of the brightly colored scarves she wears on her head as part of her traditional dress in Eastern Europe.

Is this an example of unlawful harassment?

- No, because the derogatory comments are not meant maliciously
- No, because the manager calls everyone by a nickname
- Yes, because the harassment is aimed at Augustine's country of origin
- Yes, because the manager is discriminating against Augustine because of her age and her status as a refugee

Choose the correct option and then select **Done**.

Done

Status

Answer Later

2b/2



What do you think the team's reaction will be to Violet's intervention?

Think about the scenario you just witnessed and select the option that you think represents the most likely outcome. Then select the **Get Feedback** button.

Get Feedback



They'll think twice before repeating such comments

They'll ignore the comments and continue the behavior

They'll target Linda even more

Question

Which four examples represent responsible behavior by a supervisor or manager which creates an environment where harassment isn't tolerated?

- Making it clear you expect an attitude of tolerance and mutual respect in the workplace
- Making sure employees know they're welcome to approach you if they're experiencing harassment
- Prohibiting employees from telling jokes or sharing personal stories while at work
- Never speaking in a derogatory manner about an employee's racial background or other protected characteristics
- Explaining your company's harassment policy to employees

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done



Question

In Violet's conversation with Arlene, which actions did she take to deal proactively with potential harassment?

- She spoke to Arlene privately
- She specified the behavior and explained why it could be harassment
- She obtained a commitment that the behavior wouldn't happen again
- She dealt with the situation as soon as possible

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done



RolePlay



"You wanted to talk to me?"

- Yes. I didn't like the joke you made about African people. It wasn't funny to me at all.
- Yes. I'm concerned about the joke you made about Gabriel's national origin. Making jokes about someone's nationality can be construed as harassment and could create a stressful, unfriendly environment for Gabriel.
- Yes. You were way out of line, Lili. I'm not pleased with your behavior at all. I expected more from you.

Exit RolePlay

Select each answer choice to explore responses and feedback.

Continue

RolePlay



"I really hope I haven't hurt Gabriel's feelings."

- I'm sure you'll be more sensitive in the future.
- Well you have. You were very insensitive.
- I'm sure you can apologize and make it up to him. But can I count on you not to make any similar jokes in the future?

Select each answer choice to explore responses and feedback.

Exit RolePlay

Continue

Question

Suppose an employee comes to you with a complaint that she's been harassed since bringing her girlfriend to an office function. She says that she's received sexually explicit e-mails and that colleagues have belittled her since the event.

As her manager, what should you do?

- Listen to her, assuring her that you take the complaint very seriously
- Withhold any judgments you might have about the employee's lifestyle
- Go through the company's policy with her, explaining how you'll follow the procedure
- Suggest that, in the future, she refrain from bringing her girlfriend to functions to prevent this response
- Assure her that she will suffer no negative repercussions and ask her to report retaliation arising from her complaint
- Tell her that sexual orientation is not a protected category in your state

Choose more than one option and then select Done. To deselect an option, choose it a second time.

Done



Question

Suppose one of your employees has filed a charge of age-based harassment against you with the EEOC and you've just received a formal notice of this.

Which two procedures should you follow to handle the matter at this point?

- You ensure that you don't retaliate or allow anyone else to retaliate against the complainant
- You respond to the charge in writing only after consultation with the HR Department and corporate employment counsel, explaining your position
- You know that the charge was a misunderstanding, so you don't respond to it
- You approach the employee and try to persuade him that it was not your intention to harass him

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done

Question

Which two situations must you address to prevent unlawful harassment?

- Racially offensive jokes
- Caricatures that focus on characteristics of people's dress
- Teasing about not being adventurous enough
- Caricatures that focus on racial or religious characteristics

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done

Review Case Study

Status

Answer Later

1 a/4

javascript:callSwitch0



Question

You notice a designer, Simon, put up an image of his coworker, Alice, on the notice board. The image shows Alice naked. You take down the image and ask to speak to Simon privately in your office.

What three things should you say to Simon to ensure this conduct doesn't continue?

- "I need your promise that you will not create and post a drawing like this again."
- "You're wasting company time and money, upsetting people when you should be working on the campaign instead."
- "Posting images like that is a form of harassment that makes the work environment uncomfortable for people. We're all responsible for the atmosphere in our department."
- "I'm sure Alice would be upset if she knew about this. Imagine how embarrassing it would be for her to face the rest of the team."
- "Women don't like to have images of themselves naked put up in public. If you're going to do this again, make sure it's not a woman."

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Review Case Study **Done**

Status **Answer Later**

1b/4

javascript:callSwitch0



Question

What three actions should you take if you are notified that a harassment charge has been filed with the EEOC against you by one of your employees?

- Report the external complaint to HR immediately
- Place the complainant on suspension until the case is finalized
- Don't retaliate or allow anyone else to retaliate against the complainant
- Shred all documents relating to the complaint immediately
- Avoid contact with the complainant or EEOC representatives without the knowledge of HR and your company's counsel

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done

Status Answer Later



Question

A Muslim employee comes to you with a complaint that two of her colleagues are trying daily to convert her to Christianity.

Which three actions should you take to deal with the complaint?

- Explain to her that these colleagues mean well and ask her to be more tolerant of other religions in the workplace
- Ensure that you don't suggest she encouraged this treatment in any way
- Explain that you take the complaint seriously and ask questions so you can really listen to what she has to say
- Explain that her coworkers may treat her badly when they find out she came to you, but that she should "stay strong" since it should all blow over once HR investigates.
- Take the steps outlined in your company policy and reassure her that you will deal with the issue quickly

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done

Question

In what ways could you create a workplace in which harassment isn't tolerated, thereby fulfilling your responsibilities as a supervisor or manager?

- Ensure all employees are familiar with the company's harassment policy and that they know they can come to you to report harassment if they experience it
- Tell your employees that because they all know that harassment shouldn't be happening at work, you don't want to hear any complaints
- Ask your employees to dress respectfully so they don't invite sexual harassment
- Treat all employees with respect and lead by example with your own conduct

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done