

Network to Work Meeting

June 2023

ACTIVITY – TEST YOUR WORKPLACE HARASSMENT IQ

(From the U.S. Equal Employment Opportunity Commission Training and Technical Assistance Program.)

Read each question and answer “true” or “false” in the blanks.

- _____ 1. If your intentions are good, your behavior is not harassment.
- _____ 2. People who are harassed usually do something to invite it.
- _____ 3. If others think a co-worker’s behavior is OK, you should just accept it, even if it bothers you.
- _____ 4. Using slang “nicknames” that denote co-workers’ race, ethnicity, cultural heritage, religion, sex or age is okay, as long as it is done in a joking manner. OK in the workplace? OK at a barbeque party?
- _____ 5. Asking a co-worker for a date is not sexual harassment.
- _____ 6. People whose clothing, personal articles or hairstyles indicate their cultural heritage or religion should accept the fact that fellow workers may make tasteless or offensive comments about their heritage or religion.
- _____ 7. Both men and women can be harassed.
- _____ 8. An employer is not responsible if a person who provides a service (e.g., filling the vending machine, repairing the copier or delivering supplies) harasses its employees because the provider of services is not the company’s employee.
- _____ 9. If no one complains about your behavior, that means you are not offending anyone.
- _____ 10. If a harassment victim tells a manager or supervisor that s/he has been harassed, but asks the manager/supervisor not to report the harassment, the manager/supervisor should respect the wishes of the victim.
- _____ 11. One incident of unwelcome conduct cannot support a violation.
- _____ 12. Frequently teasing an employee because s/he is older is not prohibited conduct.
- _____ 13. Teasing and crude remarks directed towards a coworker with a disability can constitute unlawful harassment.
- _____ 14. If a manager hears one employee making remarks about another employee’s religious observances, the manager should just wait to see if the victim complains. If s/he does not complain, the manager should assume that s/he does not object to the comments.
- _____ 15. If an employee complains about workplace harassment, and an investigation does not prove the allegations true, an accused supervisor or manager may discipline the employee for filing the complaint.