



FOUNDATION

*Promoting Lifelong Fun Adventures for
the Developmentally Disabled Since 1968*

Testing Module for Sexual Harassment

Student Information:

Student Name: _____

Date: _____

Position: _____

Location: _____

This test is comprised of both True/False and Multiple Choice questions. Please answer each question by circling the correct answer. You have 30 minutes to complete this test. If you need additional time, please inform the instructor.

Training Department Use Only

Grader _____

Number of Answers Missed _____

Percentage Score _____

Pass Fail

Test Time

30 Minutes

1. Sexual harassment is defined as “Welcome sexual advances or physical conduct of a non-sexual nature.”
 - a. True
 - b. False

2. An innocent glance by one person might be a suggestive leer to another.
 - a. True
 - b. False

3. One employee may enjoy complimenting his female coworkers on how they look when he greets them in the morning. The previous statement could be construed as sexual harassment.
 - a. True
 - b. False

4. The CIVITAN policy on sexual harassment states that every employee working for CIVITAN has the right to be treated respectfully and professionally.
 - a. True
 - b. False

5. The two main forms of sexual harassment recognized by law is:
 - a. Fondling
 - b. Quid pro quo
 - c. Tempus Fugit
 - d. Hostile working environment
 - e. Name calling

6. Quid pro quo describes a situation in which an employee is confronted with sexual demands, in return for something that will benefit the employee.
 - a. True
 - b. False

7. An exchange of sexual favors for improvement in work conditions are an example of a hostile working environment.
 - a. True
 - b. False

8. An employee can file a harassment claim if they are passed over for a promotion for a less qualified co-worker who is having an affair with the manager.
 - a. True
 - b. False

9. Sexual harassment does not have to involve sexual touching.

- a. True
- b. False

10. CIVITAN does not have a specific policy prohibiting relationships of a romantic/sexual nature between a supervisor and a subordinate.

- a. True
- b. False

11. A consensual sexual relationship between two employees could turn into sexual harassment.

- a. True
- b. False

12. Making sexual comments about a person's clothing, body or looks is an example of which type of sexual harassment?

- a. Verbal
- b. Non-verbal
- c. Physical

13. Massaging a person's neck, shoulders, etc. is an example of which type of sexual harassment?

- a. Verbal
- b. Non-verbal
- c. Physical

14. Staring at someone is an example of which type of sexual harassment?

- a. Verbal
- b. Non-verbal
- c. Physical

15. If the harasser is a co-worker, not a boss, it is not considered sexual harassment.

- a. True
- b. False

16. The sexual harassment victim does not have to be of the opposite sex.

- a. True
- b. False

17. The victim of sexual harassment must be the person harassed, not simply an innocent bystander.

- a. True
- b. False

18. There's a big difference between good-natured fun and sexual harassment. It all depends on how the other person feels.

- a. True
- b. False

19. Most people do not like being touched, hugged, told sexual jokes, or subjected to sexual comments from people they work with.

- a. True
- b. False

20. It is not sexual harassment if an employee harasses their manager.

- a. True
- b. False