



Test Your Workplace Harassment IQ

ARE THE FOLLOWING STATEMENTS **TRUE OR FALSE?**

1. People who are harassed usually do something to invite it.
2. If everyone else thinks a co-worker's behavior is okay, you should just accept it, even if it bothers you.
3. Using slang "nicknames" relating to your co-workers' race, ethnicity, cultural heritage, sex or age is okay, as long as it's done as a joke.
4. Asking a co-worker for a date is not sexual harassment.
5. People whose clothing, personal articles, hairstyles, accents, etc. indicate their cultural heritage or religion should accept that co-workers may make offensive comments.
6. Both men and women can be harassed.
7. An employer is not responsible if a visiting service provider not employed by the company (e.g. delivery person) harasses his/her employees.
8. If no one complains about your behavior, it means you're not offending anyone.
9. A supervisor/manager doesn't have to do anything about complaints of discrimination/harassment.
10. I couldn't be fired just for teasing my co-workers.



Answers:

1. False: Conduct that is unwelcome is not invited.
2. False: Conduct can be unwelcome and offensive to one person but not to others; reporting it immediately can prevent it from becoming pervasive or severe, or offending others.
3. False: Whether something is illegal harassment depends on how the conduct is received by the victim, not on the intent of the harasser.
4. True: A request for a date is not harassment, but continued pressuring for dates after hearing "NO" may be harassment.
5. False: Offensive comments or conduct based on race, color, sex (including pregnancy or LGBT), national origin, religion, age, genetic information, or disability, if severe or pervasive, are prohibited.
6. True: Both men and women can be victims of harassment: also, the victim can be the same sex as the harasser.
7. False: Employers are responsible for ensuring that they provide a work environment free of harassment; so they may be liable for harassment by non-employees.
8. False: A person may be offended but still remain silent, or may not complain because the offender is a high-ranking officer of the company.
9. False: Managers and supervisors may violate the law if they don't promptly act upon complaints of discrimination/harassment.
10. False: If teasing is based on a co-workers race, color, sex, national origin, religion, age, disability, an appropriate action under the civil rights laws may be termination of employment.