



Anti-Harassment SB1343 Quiz

Name (First & Last): _____

Date: _____

From the Target Solutions' Module; Multiple Choice Questions

1. Which of the following is NOT an appropriate step your organization should take to investigate claims in order to ensure that harassment will not occur in the future?
 - a. The designated person or office conducts an immediate review of the allegations, and takes any interim actions, as appropriate
 - b. Relevant documents, emails or phone records are requested, deleted and destroyed
 - c. Interviews are conducted with parties involved and witnesses
 - d. The investigation is documented as outlined in the harassment prevention policy

2. Who should someone that witnesses or becomes aware of potential instances of harassment report it to?
 - a. Spouse
 - b. Friend
 - c. Coworker
 - d. Designee

3. "Have sex with me and you'll get a raise," is an example of what type of sexual harassment? (CIRCLE ONE)
 - a. Quid pro quo
 - b. Hostile work environment
 - c. Verbal conduct
 - d. Visual conduct

4. An assumption about a person's appearance or behavior, or about an individual's ability to perform certain kinds of work based on myth, social expectation, or generalization about the individual's gender, is also known as: (CIRCLE ONE)
 - a. Gender Expression
 - b. Gender Identity
 - c. Transgender
 - d. Gender Stereotyping

5. Which of the following is considered a cost of bullying in the workplace? (CIRCLE ONE)
 - a. Reduction in productivity
 - b. High morale
 - c. Decreased absenteeism and turnover
 - d. Lower medical and worker's compensation claims

6. Any such adverse action taken by an employer against an employee is also known as: (CIRCLE ONE)
 - a. Quid pro quo
 - b. Retaliation
 - c. Hostile work environment
 - d. Protected activity

7. A person's gender-related appearance or behavior, whether or not stereotypically associated with the person's sex at birth, is also known as: (CIRCLE ONE)
 - a. Gender Expression
 - b. Gender Identity
 - c. Transgender
 - d. Gender Stereotyping

8. A harassment prevention training should include all of the following, EXCEPT: (CIRCLE ONE)
 - a. The definition of sexual harassment
 - b. The benefits of harassment
 - c. The legal issues involved in harassment
 - d. What someone should do if they are harassed

9. Which of the following is considered a "protected activity" regarding harassment?
 - a. Complaining to a partner or spouse about harassment
 - b. Filing a formal complaint about harassment
 - c. Withholding information during a workplace investigation of harassment
 - d. Harassing a colleague or subordinate outside of the workplace

10. The law forbids discrimination when it comes to any aspect of employment, including: (CIRCLE ONE)
 - a. Hiring
 - b. Firing
 - c. Promotions
 - d. All of the above