

Attachment: <Quiz>

Number of attachment	EUPANEXT_LO_093_M_001_Att_1
Work Area Code and Title	WA17- Business Environment
Unit Code and Title	3.29: UNDERSTAND, FOLLOW, AND APPLY INDIVIDUAL RIGHTS AND RESPONSIBILITIES

Mark the correct answer with a ✓

	TRUE	FALSE
1. Discrimination, workplace harassment and sexual harassment can be illegal behavior.		
2. Harassment is limited to exchanges between men and women.		
3. Only a member of management has the power to eliminate discrimination, workplace harassment and sexual harassment in the workplace.		
4. If I tell my manager I am being harassed my manager can guarantee my name will be kept out of it.		
5. Prevention is the most effective way to eliminate discrimination, workplace harassment and sexual harassment in the workplace		

Feedback

QUESTION 1:

True

Employment actions taken against employees that are based on or because of an employee's protected class status are illegal, violating federal and state law.

Unwelcome, unwanted or offensive sexual advances or requests for sexual favors which require submission in exchange for employment action or inaction are illegal, violating federal and state law.

QUESTION 2:

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False

Harassment can occur between men and women, women and women, and men and men.

QUESTION 3:

False

Only a supervisor/manager has the authority to discipline an employee for engaging in discrimination, workplace harassment or sexual harassment.

Employees at every level of the agency have the power to prevent and eliminate discrimination, workplace harassment and sexual harassment by:

- **Being a role model for appropriate workplace behavior;**
- **Not engaging in it; and**
- **Being comfortable enough to tell each other respectfully when they have been offended.**

QUESTION 4:

False.

A manager receiving a report of harassment has an obligation to keep the information as confidential as possible.

Human Resources and specific members of management may need to have some or all of the information from your report.

In order for the accused to answer questions and defend him/herself, he/she will need specifics.

Witnesses will be given limited information.

QUESTION 5:

True

Taking a proactive stance to create and maintain a respectful work environment is the most effective way to prevent discrimination, workplace harassment and sexual harassment.

This can be accomplished by:

- **Educating the workforce about discrimination, workplace harassment and sexual harassment;**
- **Having clear guidelines for reporting discrimination, workplace harassment and sexual harassment; and**
- **Making it clear that that discrimination, workplace harassment and sexual harassment are prohibited and retaliating against someone for reporting is prohibited.**

