

Answers - Test
Questions for
Workplace
Harassment
Training for
Employees

Question

Which characteristic is **not** protected from harassment in the workplace by federal law?

- Age (40 years and older)
- Race
- Disability
- Gender
- National origin
- Political affiliation
- Religion

Choose the correct option and then select Done.

Done



Question

Which is **not** an example of harassment or discrimination that is prohibited by federal law?

- "My manager will only let me work with certain customers. She says that because I'm from Canada, I can't possibly understand American culture and can't be trusted to manage the big accounts."
- "When I refused to go on a date with my boss, she gave me deadlines that were impossible to meet so that she could claim that I'm incompetent."
- "He berated me in front of my colleagues for spilling coffee on the carpet in his office."
- "I'm Muslim. My manager always tells people not to make me angry because I'll probably bomb the office. I've told him how offensive this is, but he doesn't listen."

Choose the correct option and then select Done.

Done



Question

Sandy is a customer service representative at a clothing catalog's call center. She suffers from a medical condition that causes leg deformation. Her coworkers constantly make fun of the way she walks. They call her terrible names and make gestures about her body. She is hurt by their blatant rudeness, but not intimidated.

Which course of action would **not** be an appropriate possible next step for Sandy?

- Tell her coworkers that she finds their behavior offensive, and ask them to stop
- Speak with her manager about the situation and ask for help
- Send an e-mail around to her coworkers telling them that she will sue them if they don't start treating her better
- Consult her company's harassment policy to determine how to file a complaint with HR

Choose the correct option and then select **Done**.

Done

Status

Answer Later

3/5



Question

Match each federal law to its description.

- | | |
|--|---|
| <input type="checkbox"/> A Age Discrimination in Employment Act (ADEA) | <input type="checkbox"/> B A law that prohibits discrimination based on race, color, national origin, religion, or gender |
| <input type="checkbox"/> B Title VII of the Civil Rights Act of 1964 | <input type="checkbox"/> C A law that protects disabled people |
| <input type="checkbox"/> C Americans with Disabilities Act (ADA) | <input type="checkbox"/> A A law that protects people age 40 or over |

Match the options and targets that relate to one another and then select **Done**.

Done

Question

Which is **not** a potential benefit of a workplace where employees are trained on how to identify harassment?

- The complete elimination of all uncivil behavior in the workplace
- Fewer incidents of harassment
- Fewer harassment-related lawsuits

Choose the correct option and then select Done.

Done

Question

Do you think Victor's behavior is an example of unlawful harassment?

- Yes
- No

Choose the correct option and then select Done.

Done



Question

Match each law with the group of people it is intended to protect from discrimination and harassment.

- A ADEA
- B ADA
- C Title VII

Protects individuals from discrimination based on race, color, national origin, religion, or gender

Protects disabled people from discrimination and harassment

Protects those 40 years of age and older

Match the options and targets that relate to one another and then select **Done**.

Done



Question

Do you think Tristan's behavior would qualify as illegal harassment under any of the laws we've covered so far?

- Yes
- No

Choose the correct option and then select Done.

Done

Question

Which of these people do you think are experiencing illegal harassment according to the federal laws covered in this course?

- Simone, a 39-year-old woman, wants to be promoted to a managerial role. Her boss, Tony, constantly tells her that she "isn't management material" because she's a woman.
- Susan is a talented 20-year-old computer programmer working for a high-tech firm, where her colleagues are mostly in their late 30s and 40s. She's constantly referred to as "the newbie," which offends her since her programming skills are among the best.
- Ian, who's Jewish, wears his yarmulke to work every day. His boss always remarks that if he wants to wear "his beanie" to work, he should move to Israel.
- Matt, a staunch Democrat, lands a job at a law firm where the senior partners are former Republican lawmakers who remain politically active. Matt's colleagues tease him that there "isn't room for a liberal" like him at the firm and his "days are numbered."

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done

Question

Which characteristic is **not** protected from harassment in the workplace by federal law?

- Religion
- Gender
- Age (40 or older)
- National origin
- Race
- Disability
- Education

Choose the correct option and then select Done.

Done

Question

Based on the facts of the scenario, do you think Patricia is being unlawfully harassed?

- Yes
- No



Choose the correct option and then select Done.

Done

Question

Based on what we have covered so far, which actions do you think could be examples of unlawful harassment?

- Tad is attracted to his coworker, Carla. He often rubs her shoulders, even though she has repeatedly asked him not to.
- Several times a week, Ben, who works at his company's IT Help Desk, sends anonymous e-mails containing anti-Vatican propaganda to his coworkers that he knows are Catholic.
- Rachel calls her colleague in the next cube a "nosy busybody."
- Judy sends her manager, Steve, a card on his birthday.
- Mike, a manager, tells Jayne, a new trainee, that she will not be promoted unless she goes on a date with him.

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done

Question

Which do you think are among the potential benefits of being aware of harassment in your workplace?

- Increased morale
- The complete elimination of all uncivil behavior in the workplace
- Fewer harassment-based lawsuits
- Fewer incidents of harassment

Choose more than one option and then select **Done**. To deselect an option, choose it a second time.

Done

Question

Mary's boss, Douglas, constantly makes belittling jokes about her race and tells her she is incompetent because she's female. Douglas's behavior gets so severe that Mary becomes terrified of him, and dreads going to work because she is afraid that he may become physically violent toward her.

When Mary decides to seek help, what is the first step she should take?

- File a complaint with the EEOC
- Bring Douglas's conduct to the attention of HR immediately
- Confront Douglas in person and tell him to stop harassing her

Choose the correct option and then select Done.

Done

Question

Which is **not** one of the possible benefits of a workplace in which employees are trained on how to identify harassment?

- Fewer lawsuits related to harassment complaints
- Elimination of all rude and offensive behavior in the workplace
- Fewer incidents of harassment

Choose the correct option and then select Done.

Done

Question

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Status Answer Later

Question

Which characteristic is **not** protected from harassment in the workplace by federal law?

- Gender
- Religion
- Economic status
- Race
- Disability
- National origin
- Age (40 or older)

Choose the correct option and then select Done.

Done

