

HARASSMENT QUIZ

ANSWER EACH OF THE QUESTIONS TRUE OR FALSE

- 1 If a person starts making jokes of a sexual nature in front of a group of coworkers, and only one person is offended, he or she can make a complaint. TRUE ___ FALSE ___
- 2 A person can be accused of harassment for staring at another person at work. TRUE ___ FALSE ___
- 3 If two coworkers are members of the same union, they cannot make a harassment complaint against each other. TRUE ___ FALSE ___
- 4 Only a manager can be accused of sexual harassment. TRUE ___ FALSE ___
- 5 It is not sexual harassment if there is no touching involved. TRUE ___ FALSE ___
- 6 It is okay to greet a new person to your department with hugging if it is customary to do so in your department. TRUE ___ FALSE ___
- 7 Swearing is acceptable in the workplace if everyone is in agreement. TRUE ___ FALSE ___
- 8 If you are found guilty of harassment, you will lose your job. TRUE ___ FALSE ___

SCORE YOUR RESPONSES AND CHECK YOUR ANSWERS

ANSWERS TO THE HARASSMENT QUIZ

1. **TRUE**

Even if only one person is offended by the jokes, they can make a complaint of harassment based on a poisoned work environment. This is not a case of majority rules. There are standards as to what kinds of jokes are acceptable and appropriate to a workplace, and any sexual jokes are **not** appropriate, ever. You also don't know who might be offended, and you might be surprised.

2. **TRUE**

The person might be accused of leering, which is staring in such a way as to make the recipient feel uncomfortable. But you have to go a pretty long way for an accusation of leering to be proven. Most claims of supervisors or managers staring at staff turn out to be part of the employee's monitoring or management process. In other words, a supervisor is not leering at an employee simply because he or she is watching him or her do their work.

3. **FALSE**

Any one can be accused and held responsible for harassing anyone at the workplace. Union brothers or sisters are equally responsible for not harassing each other. If harassment between union members is reported to the local union representative or steward, they may refer the complaint to management, because their collective agreement does not allow them to take sides in such a dispute.

4. **FALSE**

Once again, anyone can be accused of harassing anyone in the workplace, regardless of rank or position. There are certain kinds of harassment, such as the granting of sexual access in return for workplace related perks or favours, that would mean the harasser has to have the power and position to grant those favours. But there are a number of other harassing behaviours that are unrelated to power or position.

5. **FALSE**

Sexual Harassment covers a wide range of unwanted behaviours, including lewd comments, sexually explicit jokes, cartoons, pictures, photographs, comments about another person's body, asking about someone's love life, and telling someone unwanted details about your love life. These all constitute sexual harassment, even if you never touch the other person.

6. **FALSE**

Anything more than a handshake may be perceived as an unwanted advance. I highly recommend you save your affections for those who will appreciate it. Even if you are a "huggy" kind of person, and are generous with your affection, you never know how it will be received. My advice is, when in doubt, keep your hands to yourself.

7. **TRUE**

If no one complains, and everyone is in agreement, then there will never be a complaint of harassment. However, it can be difficult to know if others agree with the kind of language, and are afraid to say so. And its often the person you would least suspect who is offended. When in doubt, watch your language, and if anyone mentions they don't like it, clean up your act. You will also sound more professional, and that can't hurt either.

8. **FALSE**

You may lose your job, but not in all incidents. Harassing behaviour, like other kinds of behaviour is a total part of your performance on the job. If you are grossly incompetent, insubordinate or offensive, the company may have grounds to terminate. If the company has not provided you with information or guidelines about expected behaviour, you may have a claim for a second chance to improve before getting the boot. There are no hard and fast conclusions or resolutions to a harassment complaint. Each stands as a separate case. If you do lose your job as a result of having been found responsible for harassment, and think you were handled unfairly, you can always check with a lawyer who is an employment specialist for their opinion.

**HOW DID YOU SCORE?
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info@preferredsolutionsinc.com

WITH YOUR QUESTION AND WE WILL RESPOND