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The Sexual Harassment Test

will help you determine how well you understand sexual harassment law. Answers are below [\(click here\)](#)

If an employee filed a sexual harassment claim against you, could you prove to the court that you used proper care to prevent or promptly correct any harassing behavior?

Answers are below

1. An employer will not be liable for sexual harassment committed by managers or supervisors as long as it is not aware of the conduct. True False
2. It is not unlawful harassment for a manager or supervisor to assign unfavorable work duties only to women. True False
3. To bring a lawsuit for sexual harassment, a victim does not need to show that he or she suffered a monetary or economic harm, such as being fired or demoted. True False
4. It is unlawful for a man to sexually harass another man because of his gender. True False
5. Quid pro quo sexual harassment (e.g., promising more favorable working conditions in return for sex) can be committed by managers, coworkers and even customers. True False
6. If an employee does not immediately complain about offensive behavior, the behavior is probably welcome and not harassment. True False
7. An employee who joins in with sex jokes or sexual banter in the workplace may be a victim of sexual harassment. True False
8. An employee who consents to a supervisor's sexual advances can state a claim for sexual harassment. True False
9. An employer may set higher standards of conduct for its employees than the law requires. True False
10. Abusive behavior aimed at one sex that is not "sexual" in nature (e.g., a supervisor who is constantly rude to female employees and tells them that they are "dumb broads") can be sexual harassment. True False
11. A person who works in an office where sexual harassment occurs, but to whom sexual activity is not directed, may still sue the organization for sexual harassment. True False
12. A manager's threats to retaliate against a subordinate if he or she refuses sexual advances may constitute sexual harassment even if the threats are never carried out. True False
13. A romantic relationship between a manager and his or her subordinate is sexual harassment. True False
14. An employer that has an anti-harassment policy will avoid liability for sexual harassment committed by a victim's coworker. True False
15. Managers and supervisors can never be personally sued for sexual harassment. True False
16. An employer should address a complaint of sexual harassment that allegedly occurred several years ago. True False
17. An employer should require a person who complains of sexual harassment to provide a written statement concerning the matter. True False