

TEST YOUR WORKPLACE HARASSMENT IQ

- _____1. If your intentions are good, your behavior isn't harassment.
- _____2. People who are harassed usually do something to invite it.
- _____3. If everyone else thinks a co-worker's behavior is OK, you should just accept it, even if it bothers you.
- _____4. Using slang "nicknames" that denote co-workers' race, ethnicity, cultural heritage, religion, sex or age is okay, as long as it is done in a joking manner.
OK in the workplace?
OK at a barbeque party?
- _____5. Asking a co-worker for a date is not sexual harassment.
- _____6. People whose clothing, personal articles or hairstyles indicate their cultural heritage or religion should accept the fact that fellow workers may make tasteless or offensive comments about their heritage or religion.
- _____7. Both men and women can be harassed.
- _____8. An employer is not responsible if a person who provides a service (e.g., filling the vending machine, repairing the copier or delivering supplies) harasses its employees because the provider of services is not employed by the company.
- _____9. If no one complains about your behavior, that means you are not offending anyone.
- _____10. If a harassment victim tells a manager or supervisor that s/he has been harassed, but asks the manager/supervisor not to report the harassment, the manager/supervisor should respect the wishes of the victim.
- _____11. One incident of unwelcome conduct cannot support a violation.
- _____12. Frequently teasing an employee because s/he is older is not prohibited conduct.
- _____13. Teasing and crude remarks directed towards a coworker with a disability can constitute unlawful harassment.
- _____14. If a manager hears one employee making remarks about another employee's religious observances, the manager should just wait to see if the victim complains. If s/he does not complain, the manager should assume that s/he does not object to the comments.
- _____15. If an employee complains about workplace harassment, and an investigation does not prove the allegations to be true, an accused supervisor or manager may discipline the employee for filing the complaint.