

Module 10 v Activity 1 v RESPECT

Test Your Knowledge

Indicate whether each statement below is true or false.

- ___ 1. It is harmless to verbally "give someone a hard time" in class as long as you are only joking.
- ___ 2. Kidding around and horseplay do not constitute harassment.
- ___ 3. Preventing sexual harassment is the responsibility of the instructor or school president.
- ___ 4. Since they can't exercise power over another, students cannot be guilty of sexual harassment.
- ___ 5. If a student engages in activity that another student finds offensive, it is sexual harassment only if the intention is to make a sexual overture.
- ___ 6. There is little instructors can do to prevent harassment in the classroom.
- ___ 7. Waiting to investigate a complaint of sexual harassment is a good policy because it:
 - (1.) allows the complainant to calm down; and
 - (2.) allows the accused party to voluntarily correct his or her behavior.
- ___ 8. If an investigation yields evidence of harassment, immediate action should be taken to correct the situation.
- ___ 9. If an organization has a written policy against harassment, it cannot be held liable for the actions of its employees.
- ___ 10. If a student from another program or campus comes to you for advice on how to deal with her instructor who is harassing her and then asks you to keep the conversation confidential, you should respect her request and tell no one of the situation.
- ___ 11. Women who remain in class after being sexually harassed must really enjoy it, or in some way must like it.
- ___ 12. Sexual innuendo, telling off-color jokes, and sharing suggestive cartoons in the workplace is OK if everyone present laughs or participates in the activity.

Module 10	v	Activity 1	v	RESPECT
------------------	----------	-------------------	----------	----------------

- ___ 13. Your technical school cannot control the behavior of vendors and visitors; therefore, the school is not responsible for their conduct while on the premises.
- ___ 14. Asking another student out for a date constitutes sexual harassment.
- ___ 15. Complimenting another student's appearance, e.g., "That new dress looks nice on you," constitutes sexual harassment.
- ___ 16. An instructor who does not properly respond to a complaint of sexual harassment may be required to personally pay money damages to the student who was harassed.
- ___ 17. To prove sexual harassment, a student must show that the harassment seriously affected his or her psychological well being.
- ___ 18. Rumors of sexual harassment impose a duty on instructors to investigate.
- ___ 19. A male student who used a daily planner or a calendar revealing partially nude females is exercising his first amendment, the right of free speech and expression. Therefore, you cannot prohibit his use of the calendar.
- ___ 20. If your school investigates a harassment complaint and cannot determine who is telling the truth, the school has no obligation to take further action.
- ___ 21. Employers can be liable for sexual harassment by an instructor even if they are unaware of the harassment and they have a policy against it.
- ___ 22. To preserve confidentiality, school officials should talk only to the two parties involved when investigating a sexual harassment complaint.
- ___ 23. Sexual harassment policies should advise employees that they would be disciplined or terminated if they file a false complaint of sexual harassment.
- ___ 24. Sexual harassment is a form of sex discrimination.
- ___ 25. Only companies (employers) can be held liable for sexual harassment.
- ___ 26. The office romance of two employees can be the basis of a sexual harassment claim by others not involved in the affair.

