

## Sexual Harassment Training Quiz

1. True or False      Pinching, patting, or verbally teasing co-workers is harmless.
2. True or False      If a woman remains in a job after she has been sexually harassed, she must be enjoying the attention.
3. True or False      Sexual harassment is not teasing and horseplay.
4. True or False      If no touching occurs, an action does not constitute sexual harassment.
5. True or False      The courts have strictly defined sexual harassment.

## ***Answers to the Training Quiz***

1. False                      However, it can be very harmful and could lead to harassment if not stopped.
  
2. False                      She may remain for reasons of economic necessity. The benefits of other aspects of the job may outweigh the anger or humiliation caused by sexual harassment. There are innumerable possible explanations, and it is unwise and harmful to simply assume that she "enjoys the attention".
  
3. True & False              It depends. If the teasing and horseplay singles out a person by gender, focuses on gender-related physical attributes or are clearly offensive to a person, they may create a hostile environment.
  
4. False                      The courts have ruled that non-verbal harassment, such as stares and gestures, can constitute sexual harassment. The display of offensive posters and pictures can create a hostile environment.
  
5. False                      The courts, EEOC and OCR have guidelines focusing on the severity, frequency and effects of the behavior, but none of these gives a comprehensive list of what is and is not sexual harassment.