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## **Pre-Test for Sexual Harassment**

Please respond "Yes or "No" to the following items.

- \_\_\_\_\_ 1. Does your organization have a written policy prohibiting sexual harassment?
- \_\_\_\_\_ 2. When an employer has a written policy against sexual harassment and an established complaint procedure, that is usually enough to relieve the employer of responsibility for the sexual harassment of its employees.
- \_\_\_\_\_ 3. Laws prohibiting sexual harassment apply only to women.
- \_\_\_\_\_ 4. Employers can be held legally responsible for the sexual harassment of their employees on their premises by non-employees.
- \_\_\_\_\_ 5. A supervisor who sexually harassed an employee can be ordered by a court to pay punitive damages out of his/her pocket.
- \_\_\_\_\_ 6. Dave, a supervisor, overhears Al making sexually suggestive remarks to Alice. Alice does not complain to Dave. Does Dave, as their supervisor, nevertheless, have a responsibility for intervening in this matter?
- \_\_\_\_\_ 7. Employees who quit their jobs because of sexual harassment are eligible for unemployment insurance.
- \_\_\_\_\_ 8. An organization is legally and financially liable for a supervisor's sexually harassing behavior towards a subordinate, even if the organization's management it unaware of that behavior.
- \_\_\_\_\_ 9. The courts have held that sexual harassment is a form of sex discrimination and is therefore a violation of Title VII of the Civil rights Act of 1964.
- \_\_\_\_\_ 10. Good advice for a victim of sexual harassment is to ignore it and it will stop on its own.
- \_\_\_\_\_ 11. Is your organization liable if one of its employees is sexually harassed, but is neither penalized nor loses any job opportunities because of it?
- \_\_\_\_\_ 12. A woman is selected to be the new receptionist instead of a better qualified male applicant because management wants to "dress up" the front office. Is that sexual harassment?

- \_\_\_\_\_ 13. Mary frequently wears revealing blouses and skirts to work and Judy regularly wears conservative business suits. Joe continually makes sexual remarks to Mary and Judy about their bodies, which both women find offensive. Is Joe sexually harassing Mary? Judy?
- \_\_\_\_\_ 14. An employee is promoted after giving in to her supervisor's pressures to have an affair with him. Can other employees who were also in line for the promotion file a sex discrimination complaint against the supervisor?
- \_\_\_\_\_ 15. Gloria tells Gary to stop touching her. When Gary refuses to stop, Gloria complains to their supervisor. "Sure, I touch her from time to time," Gary tells his supervisor. "Hey, that's just the way I am. She knows I don't mean anything by it. And besides, she lets Bob hug her whenever he's around." Do Gary's statements relieve him of responsibility for his unwelcome touching?
- \_\_\_\_\_ 16. Jeff enjoys describing his sexual adventures and fantasies to the women at work. Can his behavior be considered sexual harassment?
- \_\_\_\_\_ 17. Sally has to work in an area where several of her co-workers have hung pictures of nudes on the wall. She complains to her supervisor that she feels uncomfortable and demeaned by the pictures. She requests that they be taken down. Is Sally's supervisor legally obliged to respond to her request?
- \_\_\_\_\_ 18. If a supervisor wants to effectively raise the subject of sexual harassment at a staff meeting, he/she should begin by joking around about the issue, just to relax everyone, and then let them know that sexual harassment is a serious matter, that it is prohibited, and that it will not be tolerated in the workplace.