



# Anti-Harassment

## Knowledge Check Questions

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These questions will help you determine whether you've learned the most important information from the training video.

Read the questions and record your responses. Then check your answers with the answer key at the end of the document.

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**Question 1 of 7**

When workplace harassment is because of someone's religion, sex, race, color, national origin, sexual orientation, disability, age, or genetic information, it \_\_\_\_\_.

**Select all that apply.**

- A. might be for a valid reason
  - B. will be investigated only if it occurs during work hours
  - C. may be unlawful
  - D. will not be tolerated
  - E. must be witnessed to be considered harassment
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## Question 2 of 7

Which of the following statements are **TRUE**?

Select all that apply.

- A. Behavior must be directed at the individual for that person to experience unlawful harassment.
  - B. When women dress provocatively, it is understandable that they would be harassed.
  - C. It is illegal to harass someone for filing an EEO complaint.
  - D. The harasser's conduct must be unwelcomed for it to be considered unlawful harassment.
  - E. Making racial slurs against an individual is an example of unlawful harassment.
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**Question 3 of 7**

Harassment occurs when the actions of one or more people create a situation where an individual worker or group of workers feels \_\_\_\_\_.

**Select all that apply.**

- A. uncomfortable
  - B. belittled
  - C. offended
  - D. threatened
  - E. unappreciated
  - F. intimidated
  - G. worried
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**Question 4 of 7**

Apprentices may report harassment to \_\_\_\_\_.

**Select all that apply.**

- A. their manager
  - B. a Human Resources representative
  - C. the agency with which the apprenticeship program is registered
  - D. another appropriate organizational resource
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**Question 5 of 7**

If an apprentice reports unlawful harassment, our apprenticeship program has an obligation to \_\_\_\_\_.

**Select all that apply.**

- A. impose a waiting period and monitor the situation to see if the harassment continues before taking further action
  - B. investigate the harassment claim
  - C. take appropriate action to put a stop to the behavior if the investigation concludes it constituted unlawful harassment
  - D. ensure that retaliation for reporting does not occur
  - E. immediately reprimand the harasser and assign consequences for the behavior
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**Question 6 of 7**

Harassment can have a negative impact on \_\_\_\_\_.

**Select all that apply.**

- A. the apprentice's ability to work effectively
  - B. our program's culture
  - C. recruitment and retention
  - D. our program's reputation in the community
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**Question 7 of 7**

Every employee has the right to work in an environment that is free from \_\_\_\_\_.

**Select all that apply.**

- A. unlawful harassment
- B. criticism
- C. intimidation
- D. retaliation
- E. evaluation

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***Congratulations! You have completed the  
Anti-Harassment Knowledge Check!***

Check your responses with the Answer Key on the following pages.



# Answer Key

The following pages contain the answers with feedback to reinforce the concepts contained in the Anti-Harassment training.

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### Feedback for Question 1 of 7

When workplace harassment is because of someone's religion, sex, race, color, national origin, sexual orientation, disability, age, or genetic information, it **may be unlawful, and it will not be tolerated.**

- A. might be for a valid reason
- B. will be investigated only if it occurs during work hours
- ✓ C. may be unlawful
- ✓ D. will not be tolerated
- E. must be witnessed to be considered harassment

There are no valid reasons for engaging in workplace harassment, whether during or outside of work hours or the workplace. Harassment need not be witnessed for the victim to report the perpetrator or to file a complaint for unlawful harassment.

This organization expects all workers to foster an environment where all employees, including apprentices are valued and respected, regardless of their diverse opinions, experiences, interests, or backgrounds.

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## Feedback for Question 2 of 7

Which of the following statements are **TRUE**?

- A. Behavior must be directed at the individual for that person to experience unlawful harassment.
- B. When women dress provocatively, it is understandable that they would be harassed.
- ✓ C. It is illegal to harass someone for filing an EEO complaint.
- ✓ D. The harasser's conduct must be unwelcomed for it to be considered unlawful harassment.
- ✓ E. Making racial slurs against an individual is an example of unlawful harassment.

Behavior doesn't have to be directed at an individual for that person to experience unlawful harassment; the individual may witness someone else being unlawfully harassed and that may result in a hostile environment for the person witnessing the behavior. Workplace harassment is never understandable and will never be tolerated, regardless of the way an individual dresses.

A worker who files an EEO complaint is protected from intimidation and retaliation for doing so. Additionally, a behavior must be unwelcomed and have the effect of offending a reasonable person in the victim's position for it to be considered unlawful. And making racial slurs against an individual is an example of unlawful harassment, as it is directed at someone because of their membership in a protected group.

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### Feedback for Question 3 of 7

Harassment occurs when the actions of one or more people create a situation where an individual worker or group of workers feels \_\_\_\_\_.

- ✓ A. uncomfortable
- ✓ B. belittled
- ✓ C. offended
- ✓ D. threatened
- E. unappreciated
- ✓ F. intimidated
- G. unhappy

Harassment goes beyond making someone feel unappreciated or unhappy. Harassment is characterized by behavior that makes someone feel uncomfortable, belittled, offended, threatened or intimidated because of their religion, sex, race, color, national origin, sexual orientation, disability, age, or genetic information.

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### Feedback for Question 4 of 7

Apprentices may report harassment to \_\_\_\_\_.

- ✓ A. their manager
- ✓ B. a Human Resources representative
- ✓ C. the agency with which the apprenticeship program is registered
- ✓ D. another appropriate organizational resource

All of these answers are correct. In addition to company resources, apprentices have the right to file complaints with the federal or state agency with which the apprenticeship program is registered. The contact information for this agency must be posted in a public and prominent position in this workplace.

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### Feedback for Question 5 of 7

If an apprentice reports unlawful harassment, our apprenticeship program has an obligation to \_\_\_\_\_.

- A. impose a waiting period and monitor the situation to see if the harassment continues before taking further action
- ✓ B. investigate the harassment claim
- ✓ C. take appropriate action to put a stop to the behavior if the investigation concludes it constituted unlawful harassment
- ✓ D. ensure that retaliation for reporting does not occur
- E. immediately reprimand the harasser and assign consequences for the behavior

Reporting harassment can prevent similar incidents from happening to someone else and may help resolve the situation. Our apprenticeship program is obligated to investigate all reports of unlawful harassment and, if the investigation concludes that the reported behavior is unlawful harassment, to take appropriate and necessary action to ensure it does not occur again. Individuals who report harassment will be protected from intimidation or retaliation for doing so.

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### Feedback for Question 6 of 7

Harassment can have a negative impact on \_\_\_\_\_.

- ✓ A. the apprentice's ability to work effectively
- ✓ B. our program's culture
- ✓ C. recruitment and retention
- ✓ D. our program's reputation in the community

All of these answers are correct. Harassment can have a negative impact on individuals and the company, including the organization's ability to recruit and retain qualified apprentices and our reputation in the community.

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### Feedback for Question 7 of 7

Every employee has the right to work in an environment that is free of **unlawful harassment, intimidation, and retaliation**.

- ✓ A. unlawful harassment
- B. criticism
- ✓ C. intimidation
- ✓ D. retaliation
- E. evaluation

We all have a responsibility to model appropriate behavior and contribute to an environment where people from diverse backgrounds, with a range of opinions, experiences, and interests, are valued and respected.