**SEXUAL HARASSMENT I.Q. TEST**

1. ***Quid pro quo* harassment means which of the following?**
   1. Fair treatment for all
   2. Something in exchange for sexual favours
   3. Live and let live
   4. None of the above
2. **Which of the following comments can be considered sexual harassment?**
3. “Your ass looks great." (To a man or a woman)
4. “You've been out sick a lot lately. You're not pregnant, are you?”
5. “Why are you in such a bad mood today? PMS?”
6. All of the above
7. **In order to file a claim for “hostile environment” sexual harassment, a worker must demonstrate that the harassment caused them to suffer serious psychological injury.**
   * + - 1. True
         2. False
8. **The behaviour of the alleged victim is relevant to the determination of whether the work environment was “sexually hostile.”**
   * + - 1. True
         2. False
9. **Mike, a senior partner, tells a female associate, Julie, that he wants her to escort him to a client dinner. This is the third time in a month that Mike has demanded that Julie escort him to a business-related function. Julie objects but Mike tells her she really must go because it doesn't look good for him to go without a date. Can this be considered sexual harassment?**
   * + - 1. Yes
         2. No
10. **Marcy’s boss Bob often approaches her workstation and tells her sexually explicit jokes. Marcy does not personally consider Bob’s conduct offensive, but other “reasonable” women certainly would. Can Marcy state a claim for sexual harassment?**
    * + - 1. Yes
          2. No
11. **Carla works with Marcy and Bob and sits in the workstation next to Marcy. Although Bob directs his conversation to Marcy, Carla can easily overhear the sexually explicit jokes. She finds them offensive and becomes uncomfortable whenever she sees Bob approach Marcy’s desk. Can Carla state a claim for sexual harassment?**
    * + - 1. Yes
          2. No
12. **Bob, who owns a small printing company is sued by his former receptionist Tina, who claims she was harassed by a fellow employee. Bob knew nothing about this before the lawsuit. Can Bob's company be held personally liable for any damages awarded to Tina?**
    * + - 1. Yes
          2. No
13. **A harasser can be which of the following?**
    * + - 1. Supervisor
          2. Co-worker
          3. Customer
          4. Contract employee
          5. All of the above
14. **Conduct considered to be sexual harassment can come in which of the following forms?**

* + - * 1. Physical touching
        2. Letters and gifts
        3. Posters and calendars
        4. Email
        5. All of the above

**ANSWER KEY**

1. **B** *Quid pro quo* harassment can include everything from the “casting couch” to subtle implications or promotion of favouritism in exchange for sexual favours.
2. **D** Many individuals, courts and juries will differ on whether or not these statements constitute sexual harassment. The point is, there are no hard and fast guidelines. Sexual harassment is viewed from a “reasonable woman” standard and is open to wide interpretation.
3. **B** In a recent Court case, the court ruled that it was not necessary for a plaintiff to claim serious psychological injury to support a sexual harassment claim.
4. **A** The answer is true. The victim’s behaviour is viewed from a “reasonable woman standard.” For example, if a claimant “overreacts” to an item that she considers to be sexually hostile, she cannot claim discrimination if it is “unreasonable” for her to do so.
5. **A** This can be considered sexual harassment if Julie had a reasonable belief that Mike was interested in her and to refuse could result in negative consequences related to her job. If an employee’s job requires after work client contact, meetings and dinners, state that specifically in their job description.
6. **B** Marcy cannot claim sexual harassment because she was not offended by Bob’s conduct.
7. **A** The fact that Bob’s conversation was intended solely for Marcy does not insulate

the company from a claim by Carla.

1. **A** Companies can be held responsible for sexual harassment even if they did not know about it! The amount of exposure will differ considerably based on efforts made to avoid sexual harassment in the first place.
2. **E** Sexual harassers come in all forms, shapes and sizes. For example, a company

which allows its customers or vendors to constantly flirt with the receptionist, despite her having expressed her discomfort with the activity, can open itself up to a sexual harassment claim.

1. **E** Sexual harassment can come in any form. The only issue is whether or not it is considered to be offensive, severe, pervasive, etc., by a “reasonable woman” standard.