

## Checking Your Knowledge on Unlawful Harassment in Apprenticeship Programs

You do not need to print or submit this form. Please answer the following questions. Each question, has multiple correct responses. Keep a tally of all the correct responses. You will submit this number in your response form.

**Question 1.)** 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. Must have a valid reason
- B. May be unlawful
- C. May give rise to consequences for the apprenticeship program or employer under EEO regulations
- D. Is only inappropriate if a manager witnesses it

**Question 2.)** Which of the following statements is TRUE? (Select all that apply)

- A. Behavior must be directed at the individual in order for him/her to experience harassment.
- B. Only attractive or provocatively dressed women are harassed.
- C. It may be unlawful to harass someone because she or he filed a harassment or other discrimination complaint.
- D. To be unlawful, harassing conduct must meet three conditions: it must
  - (1) be based on a protected characteristic;
  - (2) be unwelcome; and (3) either
    - (a) be so frequent or severe that it creates a hostile or offensive work environment, or
    - (b) result in some kind of adverse employment action for the person who is harassed, such as demotion or termination.

**Question 3.)** Harassment occurs when the actions of one or more people create a situation where an individual worker or group of workers feels \_\_\_\_\_ based on their religion, sex, race, color, national origin, sexual orientation, disability, age (40 or older), or genetic information. (Select all that apply)

- A. Uncomfortable
- B. Unhappy
- C. Offended
- D. Threatened
- E. Unappreciated
- F. Intimidated

**Question 4.)** Apprentices may report harassment to \_\_\_\_\_. (Select all that apply)

- A. Their manager
- B. A Human Resources representative
- C. Another appropriate organizational resource
- D. The agency with which the apprenticeship program is registered

**Question 5.)** If an apprentice reports harassment, s/he can expect the organization to \_\_\_\_\_. (Select all that apply)

- A. Impose a waiting period to see if the harassment continues before taking further action
- B. Investigate any harassment claims
- C. Take appropriate action to ensure that the unlawful harassment does not continue
- D. Ensure that intimidation and retaliation do not occur

**Question 6.)** Harassment can have a negative impact on \_\_\_\_\_. (Select all that apply)

- A. An apprentice's ability to work effectively
- B. Our program's culture
- C. Recruitment and retention of apprentices
- D. Our reputation in the community and our standing as a registered apprenticeship program

**Question 7.)** Every employee has the right to work in an environment that is free of \_\_\_\_\_. (Select all that apply)

- A. Unlawful harassment
- B. Criticism
- C. Intimidation
- D. Retaliation

My tally of correct answers is: \_\_\_\_\_.