

Name \_\_\_\_\_ Date \_\_\_\_\_ Period \_\_\_\_\_

### The Miller Guide Video Work Sheet

- \_\_\_ 1. Sexual Harassment can only occur between a supervisor and subordinate.      T      F
- \_\_\_ 2. Quid Pro Quo is a term used in sexual harassment meaning  
a) This for that                      b) Follow by example                      c) Segregation of the sexes
- \_\_\_ 3. The two forms of sexual harassment are:  
a) Quid Pro Quo and Third Party                      b) Quid Pro Quo and Hostile Work Environment  
c) Co-worker and Supervisor
- \_\_\_ 4. Sexual Harassment is a violation of the Civil Rights Act of 1964.      T      F
- \_\_\_ 5. Sexual harassment can occur between members of the same sex.      T      F
- \_\_\_ 6. Quid Pro Quo sexual harassment can be:  
a) Demanding or inferring that sexual favors will result in a pay raise, promotion or other fringe benefit.  
b) The threat of job termination as a result of refusing to grant sexual favors  
c) A qualified employee loses out on a promotion after the employee rejected the supervisors sexual advances  
d) All of the above
- \_\_\_ 7. Persistent request for dates with a co-worker, as long as it is outside of work hours, cannot be considered sexual harassment.      T      F
- \_\_\_ 8. The "reasonable person standard" is  
a) An objective standard that is used to consider what a reasonable person's reaction would have been under similar circumstances and in a similar environment.  
b) When the court orders a victim of harassment and his/her harasser to be "reasonable" and work thing out before litigation.  
c) None of the above.
- \_\_\_ 9. Some psychological symptoms of sexual harassment are  
a) Guilt      b) Fear      c) Depression      d) All of the above
- \_\_\_ 10. Dating in the workplace can lead to allegations of sexual harassment.      T      F
- \_\_\_ 11. If you feel you are being harassed, the steps to take are:  
a) Quit your job right away. You can always find work elsewhere  
b) Give the harasser a taste of their own medicine and harass back.  
c) Ask the harasser to stop the behavior and, if necessary, inform you supervisor or human resources department.
- \_\_\_ 12. In scenario one of the video, a female employee is asking, in a subtle manner, to dress a certain way to attract a potential male client. This can be considered sexual harassment.      T      F

- \_\_\_\_\_ 13. The most effective way to stop sexual harassment is:
- a) Offer a transfer
  - b) Enforce a zero tolerance policy.
  - c) Do not allow any employee interaction.
- \_\_\_\_\_ 14. Scenario four is an example of an office romance:
- a) That should have been worked out between the two employees on their own time
  - b) That became sexual harassment when the supervisor retaliated with an excessive workload and persistently called her at home, when she asked him not to.
  - c) Where management overreacted to a relationship gone sour.
- \_\_\_\_\_ 15. Only supervisors are required to report sexual harassment.            T        F
- \_\_\_\_\_ 16. Zero tolerance in the workplace means:
- a) After three warnings, sexual harassment can lead to termination
  - b) Employees may participate in inappropriate conduct if they are on lunch break.
  - c) Management enforces a policy where no sexual harassment of any kind is permitted and reinforces that conflicts will be resolved through internal grievance procedures.
- \_\_\_\_\_ 17. Third party sexual harassment occurs when:
- a) The harassment is conducted by someone outside your immediate company; i.e. clients, delivery persons, etc.
  - b) There are three people participating in the offensive behavior
  - c) None of the above
- \_\_\_\_\_ 18. Quid Pro Quo sexual harassment can take place between:
- a) A female supervisor and a male subordinate.
  - b) A supervisor and an employee from another department
  - c) An employee and a non-employee
  - d) Members of the same sex
  - e) All of the above
- \_\_\_\_\_ 19. Sexual harassment only comes in the form of physical contact or a request of sexual nature. Inappropriate jokes, rumors and profanity do not constitute sexual harassment.    T        F
- \_\_\_\_\_ 20. The first amendment protects an employee's rights to engage in sexually explicit conversation while in the workplace, as long as the conversation is private.    T        F