



Central State Community Services

Sexual Harassment for Managers Test

First Name *

Last Name *

Today's Date *

Worksite Location *

1. Which of the following is an example of quid pro quo harassment? *

- A coworker making sexually explicit jokes
- A supervisor offering a promotion in exchange for a romantic relationship
- Displaying sexually suggestive materials in the workplace

2. What is a warning sign of sexual harassment? *

- Increased productivity among employees
- Decreased morale among employees
- Positive changes in workplace culture

3. What are one of the responsibilities of managers in preventing and addressing sexual harassment? *

- Ignoring complaints from employees
- Establishing clear policies and procedures
- Discouraging reporting of harassment

4. Which strategy can help prevent sexual harassment in the workplace? *

- Promoting a culture of respect and accountability
- Ignoring complaints from employees
- Fostering a hostile work environment

5. What should managers do when handling complaints of sexual harassment? *

- Disregard complaints from employees
- Minimize the seriousness of complaints
- Report the situation to the HR manager

6. What are the potential consequences of sexual harassment for organizations? *

- Positive reputation in the community
- Improved workplace culture
- Legal and financial consequences

7. Which legislation prohibits discrimination and harassment on the basis of several protected characteristics, including sex, in the state of Michigan? *

- Americans with Disabilities Act (ADA)
- Michigan Elliott-Larsen Civil Rights Act (ELCRA)
- Occupational Safety and Health Act (OSHA)

8. Which employers are covered by the Michigan Elliott-Larsen Civil Rights Act (ELCRA)? *

- Employers with one or more employees
- Employers with 50 or more employees
- Employers with 10 or more employees

9. Which federal law specifically addresses sexual harassment in the workplace? *

- Fair Labor Standards Act (FLSA)
- Occupational Safety and Health Act (OSHA)
- Civil Rights Act of 1964, Title VII

10. Which of the following statements best reflects Central States' policy on sexual harassment? *

- Sexual harassment is tolerated in certain circumstances if it does not significantly

affect workplace productivity.

- ○ Central States strictly prohibits sexual harassment and provides clear guidelines for reporting and addressing complaints.
- ○ Sexual harassment is only considered an issue if it involves physical contact between employees.

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