**QUIZ – Discrimination and Harassment Supervisor Training**

1. **The Age Discrimination in Employment Act protects:**

* **Under 18 from being employed in certain industries.**
* **40+ from age discrimination.**
* **65+ from age discrimination.**

1. **The Civil Right’s Acts protection for sex harassment does NOT include:**

* **Sexual orientation**
* **Gender identity**
* **Transgender workers**
* **Men**
* **None of the above – all discrimination based on gender is generally off limits.**

1. **What is Quid Pro Quo as a form of harassment?**
   * **Showing cartoons or pictures instead of verbally or physically harassing someone.**
   * **“This for That” – If you go out with me, I will promote you.**
   * **Harassing people based on political beliefs.**
2. **Which of the following is NOT an illegal form of conduct?**
   * **Promoting someone who is better qualified when a minority is also a candidate.**
   * **Promoting friends who happen to be “like you” over better qualified minorities.**
   * **Offering a better shift to someone if they agree to stop complaining about harassment.**
3. **Minor comments related to protected class should definitely go to HR, EXCEPT for in the case of:**
   * **The employee has been told to stop the conduct and it is continuing.**
   * **The conduct is repeated and pervasive in the workplace.**
   * **The comment turns out to be unrelated to a protected class and all parties feel it is resolved.**
   * **The accuser is being treated worse after his or her complaint.**
4. **What are the best steps for addressing a harassment or discrimination allegation?**

* **Make sure the employee knows that false allegations will entail punishment.**
* **If it is minor, make sure the employee understands they should just try to get along with others without making allegations that hurt the team.**
* **Call HR – Any allegation should be investigated and addressed. If it is a serious allegation and HR is not available, it might make sense to send the accused employee home while the investigation progresses.**
* **Get the two parties together to hash out their differences.**

1. **Which of these should supervisors do to prevent harassment?**
   * **“Friend’ everyone on Facebook so you can monitor off duty activity closely.**
   * **Remind staff that off-work behavior can’t be acted on by the company.**
   * **Remind staff that social media posts that are harassing or discriminatory can require action from the company.**
2. **When should supervisors make expectations clear?**
   * **The expectations are in the handbook. All employees already know expectations.**
   * **Remind staff upon hire and expect them to get it at that point.**
   * **Remind staff at hire as well as whenever you notice “questionable” behavior.**

**ANSWER KEY - Discrimination and Harassment Supervisor Training**

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