

# Care CEUs

## Unlawful Harassment - Employer Liability

### Introduction

1. While the anti-discrimination statutes seek to remedy discrimination, their primary purpose is to prevent violations.

- A. True
  - B. False
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2. Harassment does not violate federal law unless it involves discriminatory treatment on the basis of which of the following?

- A. Religion
  - B. Age of 40 or older
  - C. Sex
  - D. All of the above
- 

### Who Qualifies as a Supervisor?

3. The determination as to whether a harasser has the authority of a supervisor is based on his or her job title.

- A. True
  - B. False
- 

4. Which of the following is considered a tangible employment decision?

- A. Hiring
  - B. Firing
  - C. Demoting
  - D. All of the above
- 

### Harassment by Supervisor That Results in a Tangible Employment Action

**5. Altering an individual's job title does not qualify as a tangible employment action if the only effect is which of the following?**

- A. Change in salary**
  - B. Change in benefits**
  - C. A bruised ego**
  - D. Change of duties**
- 

## **Harassment by Supervisor That Does Not Result in a Tangible Employment Action**

**6. How often should an employer redistribute copies of the policy and complaint procedure that it provided to every employee?**

- A. Periodically**
  - B. Monthly**
  - C. Yearly**
  - D. None of the above**
- 

**7. A complaint procedure should be rigid so that everyone involved knows what to expect and the steps for taking action are laid out clearly.**

- A. True**
  - B. False**
- 

**8. The fact that there are no eye-witnesses to the alleged harassment does not necessarily defeat the complainant's credibility.**

- A. True**
  - B. False**
- 

## **Small Employers on Employer Liability for Harassment by Supervisors**

**9. Depending on the state in which the allegation arises, the deadline for filing the EEOC charges is \_\_\_\_\_ days after the last date of alleged harassment.**

- A. 30 or 90**
  - B. 180 or 300**
  - C. 90 or 180**
  - D. 90 or 300**
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