

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
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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
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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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