



CSI Quiz Scoring Sheet

- Unlawful workplace discrimination or harassment at CSI refers to which of the following groups of people (check all that apply):**
 - A. Applicants for employment
 - B. Students
 - C. Members of the public
 - D. Employees
 - E. All of the above.
- "Quid pro quo" harassment exists when someone in a supervisory capacity offers benefits such as raises, promotions, etc., in exchange for sexual favors.**
 - A. True
 - B. False
- A hostile work environment includes which of the following conditions (select all that apply)?**
 - A. Unwanted physical, verbal or visual behaviors, materials or objects
 - B. Cartoons, posters, lewd comments or jokes
 - C. Unwanted verbiage or materials of a sexual nature
 - D. Materials or objects that demean a religious belief or organization
 - E. All of the above
- Unlawful harassment exists under which three required conditions (select all that apply)?**
 - A. Involves unwelcome conduct
 - B. Protected personal characteristics
 - C. A reasonable person standard
 - D. Creates a hostile or abusive environment
 - E. Due process
- Unwelcome conduct is behavior that is both uninvited and considered to be offensive.**
 - A. True.
 - B. False.

6. Behaviors that can be unwelcome and/or sexual in nature fall into three categories (select all that apply):
- A. Physical
 - B. Verbal
 - C. Casual
 - D. Visual
 - E. Illegal
7. Protected personal characteristics recognized by the federal and state of Idaho governments include (select all that apply):
- A. Race
 - B. Religion
 - C. ADHD
 - D. Gender identity
 - E. Disability
8. From a legal standpoint, a hostile/abusive environment exists when the behavior is severe or pervasive enough to affect the worker's personal life.
- A. True.
 - B. False.
9. The reasonable person standard is used by courts to determine whether comments or behaviors violate legal prohibitions against harassment.
- A. True.
 - B. False.
10. Sexually explicit jokes or email at work can be perceived as promoting a harassing environment if:
- A. The sender is from on campus
 - B. The sender is from off campus
 - C. The materials are forwarded or kept
 - D. The email has been opened
 - E. None of the above
11. According to CSI policy, consensual romantic and or sexual relationships between supervisors and employees and between instructors or staff and students raise which of the following concerns:
- A. Validity of consent
 - B. Conflicts of interest
 - C. Abuse of power
 - D. Sexual harassment
 - E. All of the above

12. **Harassment of a student can occur if unwelcome conduct related to a protected characteristic:**
- A. Limits the student's ability to participate in or benefit from an educational program
 - B. Contributes to a hostile learning environment
 - C. Is created by an employee, students or others that may be on campus
 - D. The student is a minor – in which case a sexual relationship may be illegal
 - E. All of the above
13. **The law protects students from harassment that occurs in connection with _____.**
- A. Sexually explicit jokes or email only
 - B. Consensual romantic and/or sexual relationships
 - C. Any education or extra-curricular program
 - D. Students that are minors only
 - E. None of the above
14. **If you are allowed to post personal materials in your workplace, you may generally display religious materials. But you should not display materials that _____.**
- A. Show individuals in swimwear.
 - B. Depict your boss with fake mustache and horns
 - C. Represent your specific religious affiliation
 - D. Demean or put down other religious beliefs or lack of religious beliefs
 - E. All of the above
15. **Every single employee at the College is a potential point of contact for a report of discrimination or harassment and is expected to take that report seriously and report it immediately to a supervisor or director of Human Resources.**
- A. True.
 - B. False.
16. **The College follows the practice of due process to resolve complaints. Due process is (select all that apply):**
- A. Allowing the employee the right to be heard
 - B. Statements will be received and acknowledged without coercion, restraint or reprisal
 - C. The act of filing or being involved in a complaint is protected.
 - D. A uniform method of filing a complaint is part of the procedure
 - E. All of the above
17. **The recommended steps to follow if you are the person being harassed include (select all that apply):**
- A. Tell the harasser to stop
 - B. Report harassment to your supervisor
 - C. Write down any details of actions and witnesses, if any
 - D. Tell a friend what is happening
 - E. All of the above

18. If an employee or student complains to you about discrimination or harassment, you should take the following actions (select all that may apply):

- A. Listen and take the information seriously
- B. Advise the employee or student to say "no"
- C. Begin a full investigation and document all findings
- D. Take action by reporting the complaint to the Director of Human Resources or Dean of Students.
- E. All of the above

Score

A score of 70%, or at least 13 out of 18, is a passing grade.

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