1. 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
   - [x] E. All of the above.

2. "Quid pro quo" harassment exists when someone in a supervisory capacity offers benefits such as raises, promotions, etc., in exchange for sexual favors.
   - [x] A. True
   - [ ] B. False

3. 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
   - [x] D. Materials or objects that demean a religious belief or organization
   - [x] E. All of the above

4. Unlawful harassment exists under which three required conditions (select all that apply)?
   - [x] A. Involves unwelcome conduct
   - [x] B. Protected personal characteristics
   - [x] C. A reasonable person standard
   - [x] D. Creates a hostile or abusive environment
   - [ ] E. Due process

5. Unwelcome conduct is behavior that is both uninvited and considered to be offensive.
   - [x] 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
   - [x] 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
   - [x] 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
   - [x] 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.
   - [x] 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
   - [x] 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
   - [x] 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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