



CSI Quiz

- 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 immediately 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. Congratulations if you passed

Thank you for doing your part to create an atmosphere of professionalism and mutual respect at CSI.

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