



Southern Seven Health Department

SEXUAL HARASSMENT TRAINING

POST-TEST

Name: _____ Site: _____ Date: _____

1. Sexual harassment is prohibited in Illinois.
 - a. True
 - b. False
2. All employees, except for interns, must receive sexual harassment training.
 - a. True
 - b. False
3. The Illinois Ethics Act defines sexual harassment.
 - a. True
 - b. False
4. The two types of sexual harassment are:
 - a. Discipline and termination
 - b. Gender-based and third party
 - c. Quid pro quo & hostile work environment
 - d. Sexual comments and unwelcome behavior
5. When identifying and investigating sexual harassment, the gender of the people involved is irrelevant.
 - a. True
 - b. False
6. An employee's "working environment" is limited to the physical location where the employee is assigned.
 - a. True
 - b. False
7. In the work environment, the following can be the targets of sexual harassment or the perpetrators of sexual harassment:
 - a. Co-workers and supervisors
 - b. Workplace patrons
 - c. Workplace vendors and delivery people
 - d. All of the above
8. A hostile work environment occurs when conduct (circle all that apply):
 - a. Is sexual in nature
 - b. Is unwelcome
 - c. Is intended to, or does, interfere with work performance
 - d. Creates a team-building requirement
 - e. Creates an intimidating environment
 - f. Creates an offensive environment
9. Sexual harassment occurring after work hours between co-workers cannot be considered sexual harassment that creates an intimidating, hostile or offensive work environment.
 - a. True
 - b. False

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10. In Illinois, if a witness to sexual harassment wants to report the behavior, the witness is required to seek permission to report from the person who is the target of the conduct.
 - a. True
 - b. False

11. Complainants (individuals who are the target of sexual harassment) are required to first file a charge with the employer prior to filing a charge with the IL Department of Human Rights or the U.S. Equal Employment Opportunity Commission (EEOC).
 - a. True
 - b. False

12. Complainants may file a charge at the IL Department of Human Rights or the U.S. Equal Employment Opportunity Commission at any time within _____ days of the incident(s).
 - a. 30
 - b. 60
 - c. 300
 - d. 365

13. Retaliation by employers to Whistle Blowers is prohibited in Illinois; however, the Whistle Blower Protection is limited to those who report sexual harassment and does not include others (such as witnesses) who participate in sexual harassment investigations and other proceedings.
 - a. True
 - b. False

14. Regarding sexual harassment by managers: Employers are strictly liable for sexual harassment perpetrated by its members of management regardless of whether the employer knew of the harassment.
 - a. True
 - b. False

15. It is the responsibility of the employer to _____ the incidence of sexual harassment in their workplaces.
 - a. Prevent
 - b. Investigate
 - c. Correct
 - d. All of the above