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CERTIFICATE OF COMPLETION

This document certifies that

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from

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San Joaquin County MVCD

has completed the online training course

Sexual Harassment Prevention - California

Provided by in2vate, llc.

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On this 7th day of March 2014.

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8. Bill, who owns a small printing company is sued by his former receptionist Tina, who claims she was harassed by a fellow employee. Bill knew nothing about this before the lawsuit. Can Bill's company be held personally liable for any damages awarded to Tina?
- a) Yes
 - b) No
9. A harasser can be which of the following?
- a) Supervisor
 - b) Co-worker
 - c) Customer
 - d) Contract employee
 - e) All of the above
10. Conduct considered to be sexual harassment can come in which of the following forms?
- a) Physical touching
 - b) Letters and gifts
 - c) Posters and calendars
 - d) Email
 - e) All of the above

SEXUAL HARASSMENT I.Q. TEST

1. Quid pro quo harassment means which of the following?
 - a) Fair treatment for all
 - b) Something in exchange for sexual favors
 - c) Live and let live
 - d) None of the above

2. Which of the following comments can be considered sexual harassment?
 - a) "You're a-- looks great." (To a man or a woman)
 - b) "You've been out sick a lot lately. You're not pregnant, are you?"
 - c) "Why are you in such a bad mood today? PMS?"
 - d) All of the above

3. In order to file a claim for "hostile environment" sexual harassment, a worker must demonstrate that the harassment caused them to suffer serious psychological injury.
 - a) True
 - b) False

4. The behavior of the alleged victim is relevant to the determination of whether the work environment was "sexually hostile."
 - a) True
 - b) False

5. Mike, a senior partner, tells a female associate, Julie, that he wants her to escort him to a client dinner. This is the third time in a month that Mike has demanded that Julie escort him to a business-related function. Julie objects but Mike tells her she really must go because it doesn't look good for him to go without a date. Can this be considered sexual harassment?
 - a) Yes
 - b) No

6. Marcy's boss Bill often approaches her workstation and tells her sexually explicit jokes. Marcy does not personally consider Bill's conduct offensive, but other "reasonable" women certainly would. Can Marcy state a claim for sexual harassment?
 - a) Yes
 - b) No

7. Carla works with Marcy and Bill, and sits in the workstation next to Marcy. Although Bill directs his conversation to Marcy, Carla can easily overhear the sexually explicit jokes. She finds them offensive and becomes uncomfortable whenever she sees Bill approach Marcy's desk. Can Carla state a claim for sexual harassment?
 - a) Yes
 - b) No