

Checking Your Knowledge on Unlawful Harassment in Apprenticeship Programs

ANSWER KEY

The “*Checking Your Knowledge on Unlawful Harassment in Apprenticeship Programs*” web-based quiz allows viewers to watch a video giving an overview of issues related to anti-harassment, and then take a short series of interactive knowledge checks to assess their understanding. This Answer Key provides the correct answers to those knowledge checks, including feedback that provides context for the answers.

To access the web-based quiz and other anti-harassment training resources, visit www.doleta.gov/oa/eo/anti_harassment_resources.

Question 1

When workplace harassment is because of someone’s religion, sex, race, color, national origin, sexual orientation, disability, age, or genetic information, it _____. (Select all that apply)

- A. Must have a valid reason
- B. May be unlawful
- C. May give rise to consequences for the apprenticeship program or employer under EEO regulations
- D. Is only inappropriate if a manager witnesses it

Correct answers: B and C

Feedback: Harassment on these bases may be *unlawful* when it is unwelcome, and so frequent or severe that it creates a hostile or offensive work environment or results in adverse employment consequences for the target of the harassment, such as demotion or termination. Unlawful harassment, intimidation, or retaliation will not be permitted in our apprenticeship program at all.

Question 2

Which of the following statements is TRUE? (Select all that apply)

- A. Behavior must be directed at the individual in order for him/her to experience harassment.
- B. Only attractive or provocatively dressed women are harassed.
- C. It may be unlawful to harass someone because she or he filed a harassment or other discrimination complaint.
- D. To be unlawful, harassing conduct must meet three conditions: it must (1) be based on a protected characteristic; (2) be unwelcome; and (3) either (a) be so frequent or severe that it creates a hostile or offensive work environment, or (b) result in some kind of adverse employment action for the person who is harassed, such as demotion or termination.

Correct answers: C and D

Feedback: Harassment can happen to anyone, regardless of their physical appearance or whether the person is male or female. And regardless of whether a behavior is directed at an individual, it may be considered unlawful harassment if it is because of religion, sex, race, color, national origin, sexual orientation, disability, age, or genetic information; is unwelcome; and is so frequent or severe that it creates a hostile or offensive work environment or results in an adverse employment decision. Additionally, a worker who files an EEO complaint is protected from intimidation and retaliation for doing so.

Question 3

Harassment occurs when the actions of one or more people create a situation where an individual worker or group of workers feels _____ based on their religion, sex, race, color, national origin, sexual orientation, disability, age (40 or older), or genetic information. (Select all that apply)

- A. Uncomfortable
- B. Unhappy
- C. Offended
- D. Threatened
- E. Unappreciated
- F. Intimidated

Correct answers: A, C, D, and F

Feedback: Harassment goes beyond making someone feel unhappy or unappreciated. Harassment is characterized by behavior that makes someone feel uncomfortable, belittled, offended, threatened or intimidated because of their religion, sex, race, color, national origin, sexual orientation, disability, age (40 or older), or genetic information.

Question 4

Apprentices may report harassment to _____. (Select all that apply)

- A. Their manager
- B. A Human Resources representative
- C. Another appropriate organizational resource
- D. The agency with which the apprenticeship program is registered

Correct answers: A, B, C, and D

Feedback: All of these answers are correct. In addition to company resources, apprentices have the right to file complaints with the federal or state agency with which the apprenticeship program is registered. The contact information for this agency is posted in our workplace.

Question 5

If an apprentice reports harassment, s/he can expect the organization to _____. (Select all that apply)

- A. Impose a waiting period to see if the harassment continues before taking further action
- B. Investigate any harassment claims
- C. Take appropriate action to ensure that the unlawful harassment does not continue
- D. Ensure that intimidation and retaliation do not occur

Correct answers: B, C, and D

Feedback: Reporting harassment can prevent similar incidents from happening to someone else, and may help resolve the situation. Individuals who report harassment or other types of discrimination, or participate in discrimination investigations, are protected from retaliation for doing so.

Question 6

Harassment can have a negative impact on _____. (Select all that apply)

- A. An apprentice's ability to work effectively
- B. Our program's culture
- C. Recruitment and retention of apprentices
- D. Our reputation in the community and our standing as a registered apprenticeship program

Correct answers: A, B, C, and D

Feedback: All of these answers are correct. Harassment can have a negative impact on individuals and the organization, including its ability to recruit and retain qualified apprentices, its reputation in the community, and its standing as a registered apprenticeship program.

Question 7

Every employee has the right to work in an environment that is free of _____. (Select all that apply)

- A. Unlawful harassment
- B. Criticism
- C. Intimidation
- D. Retaliation

Correct answers: A, C, and D

Feedback: We all have a responsibility to contribute to an environment where all employees, including apprentices, are valued and respected – regardless of their race, color, religion, national origin, sex, sexual orientation, age, genetic information, or disability.