



Developing Top-Notch CNAs, One Inservice at a Time

A Safety Module:
Understanding Sexual Harassment

EMPLOYEE NAME
(Please print):

DATE: _____

- ***I understand the information presented in this inservice.***
- ***I have completed this inservice and answered at least eight of the test questions correctly.***

EMPLOYEE SIGNATURE:

SUPERVISOR SIGNATURE:

Inservice Credit:

<input type="checkbox"/> Self Study	1 hour
<input type="checkbox"/> Group Study	1 hour

File completed test in employee's personnel file.

Are you "In the Know" about sexual harassment? Circle the best choice or fill in your answer. Then check your answers with your supervisor!

- 1. True or False**
Most reports of workplace sexual harassment are claims of a "hostile environment."
- 2. True or False**
There are NO actual laws protecting employees from sexual harassment, it's all up to the employer.
- 3. True or False**
When a boss or supervisor offers money or special benefits in exchange for something sexual, it is called "quid pro quo" harassment.
- 4. True or False**
Crude sexual jokes, whistling at someone, and cat calls are all offensive but should NOT be considered sexual harassment.
- 5. When a client with dementia makes sexual comments, it is usually considered:**
 - A. Physical sexual harassment.
 - B. Verbal sexual harassment.
 - C. Accidental sexual harassment.
 - D. A hostile environment.
- 6. True or False**
If you report sexual harassment to your supervisor, he or she has a responsibility to stop the problem and prevent it from happening again in the future.
- 7. True or False**
The first thing you should do if you feel you are the victim of sexual harassment is file a formal complaint with the *Equal Employment Opportunity Commission* (EEOC).
- 8. True or False**
For a behavior to be considered sexual harassment, it must be both unwelcome and considered offensive by the victim.
- 9. True or False**
Sexual harassment is just part of the job of a healthcare worker.
- 10. Fill in the Blanks**
The most severe form of sexual harassment is _____ sexual harassment which includes touching, pinching or rubbing.