



# IN THE KNOW

*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!**

- True or False**  
Most reports of workplace sexual harassment are claims of a "hostile environment."
- True or False**  
There are NO actual laws protecting employees from sexual harassment, it's all up to the employer.
- 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.
- True or False**  
Crude sexual jokes, whistling at someone, and cat calls are all offensive but should NOT be considered sexual harassment.
- When a client with dementia makes sexual comments, it is usually considered:**
  - Physical sexual harassment.
  - Verbal sexual harassment.
  - Accidental sexual harassment.
  - A hostile environment.
- 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.
- 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)*.
- True or False**  
For a behavior to be considered sexual harassment, it must be both unwelcome and considered offensive by the victim.
- True or False**  
Sexual harassment is just part of the job of a healthcare worker.
- Fill in the Blanks**  
The most severe form of sexual harassment is \_\_\_\_\_ sexual harassment which includes touching, pinching or rubbing.