**Sexual Harassment Jeopardy Questions/Answers**

**Sexual Harassment:**

What is Harassment? – The act of deliberately causing a feeling of intense annoyance, anxiety or worry.

What is Sexual Harassment? - A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission/rejection is ….term or condition of job, pay, or career ..

What is Third Party Harassment? – This is when a person who is not an employee subjects an employee to harassment in a work setting and the employer is responsible for stopping and preventing the harassment.

Who is a Protected Class? - A group named in a law as protected from discrimination.

What are the types of Sexual Harassment? Hostile Work Environment and Quid Pro Quo

**Hostile Work Environment:**

What is an Innuendo? - An indirect or subtle, usually derogatory, implication or insinuation.

What is a Perspective? - an interpretation based on their beliefs and attitudes.

What is a Reasonable Person Standard? - The basis used by courts to assess whether particular conduct is illegal by determining whether an ordinary person would find it severely or pervasively offensive under similar circumstances.

What is Hostile Work Environment? – This is a form of sexual harassment that occurs when unwelcome sexual conduct is severe and pervasive and unreasonably interferes with an individual's job performance and creates an antagonistic, intimidating or offensive work atmosphere.

What is Proximity? – A reasonable distance between a person or thing.

**Quid Pro Quo:**

What is Coercion? The use of authority or force to impose an unwanted advance.

Who is a Peer? -A person who is of equal standing with another in a group - same rank, quality, endowments, character, etc.

What is Quid Pro Quo? -A Latin phrase that means "something for something" or "this for that."

Who is a Person in Authority? One who has capacity to impact another directly or indirectly where the employee might feel resistant to report another’s behavior.

What is an Adverse Employment Action?

Any treatment reasonably likely to deter Whistle-Blowing activity.

**Reporting:**

What is Retaliation? - Taking or threatening to take an unfavorable action against an individual that could discourage a reasonable employee from making or supporting a charge of harassment or discrimination.

What is Strict Liability? - This does not require the employer to be aware of the illegal behavior to be liable for quid pro quo sexual harassment by any supervisor

What is the Equal Employment Opportunity Commission (EEOC)? – A federal agency established in 1964 by Title VII of the Civil Rights Act charged with eliminating discrimination based on protected classes.

What are EEOC Guidelines? - These declare sexual harassment a violation of Section 703 of Title VII, set criteria for determining when unwelcome conduct of a sexual nature constitutes sexual harassment, define criteria for employer liability, and recommend steps employers should take to prevent sexual harassment.

What are Reporting Options? An employee may inform their supervisor, the harassing employee’s supervisor, any member of management, the company’s human resources department representative, the company’s EEO Officer, etc. either verbally or in writing.