

Mansfield ISD (DIA LOCAL)
Discrimination, Harassment, Retaliation
Training Review Key

1. The MISD Title IX Administrator who ensures that sexual harassment claims are investigated is **Venetia Sneed**.
2. The key word in sexual harassment is **unwelcomed**.
3. Employees have a **right** to work in a discriminatory-free environment.
4. Supervisors have a **duty** to report any allegations of sexual harassment.
5. **Quid Pro Quo** is providing a benefit in exchange for a sexual favor.
6. Sexual jokes or comments have no place in the workplace because they are not **work** related.
7. Complete information about harassment and discrimination is found in the MISD Board Policy **DIA Local**.
8. Sexual comments about a person's clothing is an example of **verbal** sexual harassment.
9. Passing along sexual pictures or emails is an example of **non verbal** sexual harassment.
10. Filing a **false** claim can result in disciplinary action for the employee, which may include termination.
11. MISD prohibits **retaliation** against an employee who makes a sexual harassment report.
12. When a supervisor/administrator knows of harassment and fails to take prompt action they can be sued for **deliberate indifference**.
13. Severe and persistent sexual harassment can lead to a **hostile** work environment.
14. Sexual Harassment claims rarely come from a **single** incident.
15. Sexual Harassment is an **equal opportunity** problem. (**Anyone can be a victim; Anyone can be a perpetrator**)

Principals/Directors

Follow review with the viewing of the Sexual Harassment Scenario videos as needed. Available online.