

ESP/Certified Sexual Harassment: Staff to Staff

Resource Guide

Course Description: Sexual harassment can have lasting effects for individuals, organizations, and the community, such as psychological trauma; a hostile work environment for employees; damaged reputations; negative publicity; civil liability and even criminal charges. This is why employers can't take sexual harassment lightly, and employees should understand their roles and obligations if they experience or witness it on the job. This course is designed to provide employees with a basic understanding of sexual harassment and strategies to maintain a harassment-free environment.

Course Title: SafeSchools: Sexual Harassment: Staff-to-Staff (Refresher) 2024-2025 (17 minutes)

Introduction- Section Questions (Test questions reflect the order presented in the video)

- Your employer is required to have a policy that forbids sexual harassment.
- The organization may be liable if an official with authority has (or should have) knowledge of sexual harassment, fails to act and:

Defining Sexual Harassment- Section Questions (Test questions reflect the order presented in the video)

- In _____ harassment, something is given or withheld in exchange for something else.
- Examples of hostile work environment include:
- Hostile work environments occur only at lower levels of an organization.
- Quid pro quo sexual harassment is illegal, but hostile environment is not.
- Which of the following is an example of physical sexual harassment?

Sexual Harassment in the Workplace- Section Questions (Test questions reflect the order presented in the video)

- When should you report to your designated human resource official?

Each video has questions distributed throughout the sections to evaluate employees on reviewed materials. Correct or incorrect answers do not count toward the final assessment score.