

IPHNA SEXUAL HARASSMENT TRAINING 2024

POST-TEST

Your Name: _____ Email: _____
(Please print legibly)

In order to receive the 1.0 Continuing Education credit for nurses, you must complete this post-test as well as an evaluation. Please print out this post-test, complete it, scan it and email it along with your completed evaluation form to: Susan Karras at skarras@mchenrycountyil.gov. Continuing Education Certificate will be e-mailed back upon receipt of all required information (post-test and evaluation) and a score of a minimum of 80% on post-test.

1. TRUE/FALSE Sexual harassment is prohibited in Illinois.
2. TRUE/FALSE The Illinois Human Rights Act makes it a civil rights violation for any employee, employer, agent of any employer, employment agency or labor organization to engage in sexual harassment.
3. TRUE/FALSE All employees, except for interns, must receive sexual harassment training.
4. TRUE/FALSE The Illinois Ethics Act defines sexual harassment.
5. The two types of sexual harassment are:
 - a. discipline and termination
 - b. gender-based and third party
 - c. quid pro quo and hostile work environment
 - d. sexual comments and unwelcome behavior
6. TRUE/FALSE In Illinois, behaviors considered sexual harassment are limited to sexual advances and requests for sexual favors.
7. TRUE/FALSE When identifying and investigating sexual harassment, the gender of the people involved is irrelevant.
8. TRUE/FALSE An employee's "working environment" is limited to the physical location where the employee is assigned.
9. In the work environment, the following can be the targets of sexual harassment or the perpetrators of sexual harassment:
 - a. co-workers and supervisors
 - b. workplace patrons
 - c. workplace vendors and delivery people
 - d. All the above

10. A hostile work environment occurs when conduct (circle all that apply):
- is sexual in nature
 - is unwelcome
 - is intended to, or does, interfere with work performance
 - creates a team-building requirement
 - creates an intimidating environment
 - creates an offensive environment
11. TRUE/FALSE Sexual harassment occurring after work hours between co-workers cannot be considered sexual harassment that creates an intimidating, hostile or offensive working environment.
12. TRUE/FALSE Anyone who overhears sexual comments or finds out about them should report it.
13. TRUE/FALSE A hostile work environment occurs when conduct: 1) is sexual in nature; OR, 2) is unwelcome; OR, 3) is intended to, or does, substantially interfere with work performance; AND, creates an intimidating, hostile and offensive working environment.
14. TRUE/FALSE In Illinois, if a witness to sexual harassment wants to report the behavior, the witness is required to seek permission to report from the person who is the target of the conduct.
15. TRUE/FALSE Complainants (individuals who are the target of sexual harassment) are required to first file a charge with their employer prior to filing a charge with the IL Department of Human Rights or the U.S. Equal Employment Opportunity Commission (EEOC).
16. Complainants may file a charge at the IL Department of Human Rights or the U.S. Equal Employment Opportunity Commission at any time within _____ days of the incident(s).
- 30
 - 60
 - 300
 - 365
17. Complainants who prevail in the IL Human Rights Commission or in court may receive an order awarding remedies allowed by the IL Human Rights Act to make the Complainant “whole”. Remedies may include:
- back pay and lost benefits
 - clearing of a personnel file
 - attorney fees and costs

- d. all the above
18. TRUE/FALSE Retaliation by employers to Whistle Blowers is prohibited in Illinois; however, the Whistle Blower Protection is limited to those who report sexual harassment and does not include others (such as witnesses) who participate in sexual harassment investigations and other proceedings.
19. TRUE/FALSE Regarding sexual harassment by managers: Employers are *strictly liable* for sexual harassment perpetrated by its members of management regardless of whether the employer knew of the harassment.
20. It is the responsibility of the employer to _____ the incidence of sexual harassment in their workplaces.
- a. prevent
 - b. investigate
 - c. correct
 - d. all the above