

EMPLOYEE HARASSMENT PREVENTION PRE-ASSESSMENT EVALUATION

The County of Riverside's Employee Harassment Prevention course is designed to teach you how to recognize and to stop sexual harassment behavior in the workplace. Please fill out this assessment as honestly as you can.

Pre-Assessment Evaluation-Part I

Answer the following questions about your work experience. Please circle either yes, no or maybe:

1. Do you feel it is okay to display pictures or images that are sexually provocative, such as a swimsuit calendar or a beefcake picture if there is no nudity involved?
Yes No Maybe
2. Is it okay to touch someone, if you consider it just friendly behavior, and not meant in a sexual way?
Yes No Maybe
3. Are jokes about women or men acceptable and harmless?
Yes No Maybe
4. Is it okay to compliment someone's looks, even if that person seems uncomfortable by it?
Yes No Maybe
5. Is it demeaning to use words like "chicks" or "queer" since they are considered "common"?
Yes No Maybe
6. If someone said "no" to a request for a date, would it be okay to pursue the matter?
Yes No Maybe
7. Is it appropriate to use work computers to send personal e-mails or share games or Web pages that contain sexual material, no matter how mild?
Yes No Maybe
8. Would you consider it okay to discuss someone's sexual orientation, or jest with him or her about it?
Yes No Maybe
9. Is it ok to flirt with managers if you think it might improve your chances of getting a promotion or any other employee benefit?
Yes No Maybe

10. Would you find it offensive if someone joked about someone's physical state because they were pregnant?

Yes No Maybe

11. Would you consider looking someone "up and down" or staring too long wrong in the workplace?

Yes No Maybe

12. Is it appropriate to discuss someone's non-work-related sexual conduct at work?

Yes No Maybe

13. Is good-natured hugging or patting always considered acceptable if you don't mean it in a "sexual" way?

Yes No Maybe

14. Is it okay to whistle or make catcalls to someone you find physically attractive?

Yes No Maybe

Pre-Assessment Evaluation-Part II

Answer the following questions about your workplace. Please circle either yes, no or maybe:

1. Do you understand what constitutes sexual harassment?

Yes No Maybe

2. Are you aware of the concept of sexually offensive behavior based on perception?

Yes No Maybe

3. Do you understand such concepts as Quid Pro Quo behavior and Hostile Environment sexual harassment?

Yes No Maybe

4. Do you witness or engage in sexually inappropriate behavior at work?

Yes No Maybe

5. Do you understand appropriate measures to take when you encounter sexually offensive behavior?

Yes No Maybe

It's Up to You: Stopping Sexual Harassment Post-Viewing Questionnaire

1. Define sexual harassment in the workplace. What are the two main types of sexual harassment?
2. In what ways will you help discourage and stop sexual harassment in your workplace?
3. Why is stopping sexual harassment important for both you and your organization?
4. Please list ways in which you personally will change your reactions to help discourage sexual harassment behavior in others.
5. In what ways can sexual harassment harm both you and your employer?
6. What tools do you now have that will help you discourage and stop sexual harassment in your workplace?
7. In what ways do you feel you will be better able to identify sexually offensive behavior in your workplace?
8. Have you identified personal behavior that you now realize is sexually offensive to others? In what ways will you change that behavior?