**SEXUAL HARASSMENT TRAINING QUIZ**

**To submit your quiz answers, go to**

[**https://smbsweb.med.buffalo.edu/ubmd/training.aspx**](https://smbsweb.med.buffalo.edu/ubmd/training.aspx)

**Click on “UBMD New Employee Sexual Harassment Training”**

**in the Training Module drop down menu.**

**Fill in all requested information (if you do not have a UBIT, leave blank).**

**All answers must be correct to receive a successful completion message.**

**For best results, we recommend using a search engine other than Explorer.**

1. I have read the UBMD Compliance Plan - Sexual Harassment Policy.

⃝ True

⃝ False

1. Kelly, a second-year student, approaches a faculty member and announces she has a “personal concern.” She discloses that she has learned that two students in her class have been photoshopping pictures of women students onto images of porn stars and animals, and sharing these images on Facebook. She is not friends with these students, but she was able to view it when her classmate gave her access to his Facebook account and password. The faculty member should decide that:

⃝ A. This has nothing to do with Kelly’s “academic environment” since it was on a private social media site.

⃝ B. Kelly can’t really complain because she wasn’t supposed to see the picture in the first place.

⃝ C. The faculty member should tell Kelly to file a complaint.

⃝ D. The faculty member should tell EDI and/or a Sexual Harassment Information Advisor about the situation.

1. Bob, an employee in a department, regularly tells off-color jokes, is rude to coworkers, nicknames them derogatory names behind their backs and uses sexual and racial slurs. He has made some of these comments in front of his supervisor, Dale. His coworkers are upset by the conduct but feel that since Dale hasn’t done anything about it, they just have to put up with it. Joan, a new employee, approaches Dale to complain. Dale tells her that Bob is a good worker and “doesn’t mean anything” by the comments. “That’s just Bob.”

⃝ A. Even though Bob’s conduct is rude, it is not a hostile environment since everyone else has been able to deal with it.

⃝ B. Dale should have contacted EDI or a Sexual Harassment Information Advisor when Joan complained.

⃝ C. Bob’s conduct is harassment only if he really meant to bother people.

⃝ D. Dale should have addressed this with Bob when he first heard Bob making the comments.

1. Pam, a staff member, regularly engages in friendly small-talk with Josh, and international post-doc. Josh’s culture is more formal, with defined rules for male-female interactions. He views Pam’s conversations with him as romantic interest. One day, Josh hugs Pam and discloses his attraction toward her. Pam is upset and files a complaint. Josh is shocked by the complaint.

⃝ A. If Josh is informed of Pam’s reaction and understands he must not repeat his advances toward her, then the complaint will be resolved.

⃝ B. Pam should not have complained because she should have been sensitive to Josh’s culture.

⃝ C. The complaint isn’t valid because Pam did not tell Josh she was uncomfortable before complaining.

⃝ D. Josh needs to be terminated so Pam does not have to work with him again.

1. Steve works as a physical therapy intern as part of his academic program. One of the practice’s clients, Marsha, constantly jokes about the fact she finds him to be good-looking. She jokes that she plans to change her last name to Steve’s soon, when they get married. Steve is uncomfortable but figures Marsha is harmless. On Saturdays, Steve begins running into Marsha in the grocery store. One day she ends up behind him in the checkout line and then follows him to his car. He starts to suspect she is seeking him out, and feels disturbed by this. He speaks with his professor, Dr. Jones, about Marsha’s conduct.

⃝ A. Dr. Jones should tell Steve that this is not harassment. As a male, Steve should be flattered by the attention.

⃝ B. There is nothing that can be done because Marsha is a client, and not a UB student or employee.

⃝ C. Dr. Jones should advise Steve that she must report this situation to Equity, Diversity and Inclusion but that she will keep his identity confidential. She should also encourage him to contact the police or speak with EDI if he suspects Marsha is stalking him.

⃝ D. Marsha is probably harmless, and Dr. Jones should encourage Steve to ignore her.