

## SESSION A – CALIFORNIA HARASSMENT PREVENTION TRAINING FOR EMPLOYEES

Question	ANSWERS
1. What was the code given at the middle of the session?	A. XFICG B. XFFIG C. CRFXV D. CGFHZ
2. What was the code given at the end of the session?	A. CGFHZ B. CGFRX C. XFICG D. XFFIG
3. Which one of these aspects is NOT part of the EEOC Guidance on sexual harassment prevention?	A. EEO and harassment policies B. Disciplinary action C. Complaint handling procedure D. Training
4. Which of the following is probably not an expectation for the reasonable accommodation of an employee's religious beliefs?	A. Time off for prayer B. Religious holidays off C. Religious clothing D. Attending a week-long religious training
5. What is the name of the California state agency that enforces anti-discrimination and harassment laws?	A. Department of Fair Employment and Housing B. Industrial Welfare Commission C. Cal-OSHA D. Fair Practices Commission
6. If you are promoted from a staff level to a supervisory level how soon should be trained on the second hour of harassment prevention training?	A. Within 6 months of promotion B. As soon as you are promoted C. After two years
7. At what age are employees protected against age discrimination?	A. Over 40 B. Under 50 C. 50 to 70 D. Over 70
8. What are some of the avenues of complaint an employee has to report harassment?	A. Supervisor B. Manager C. HR D. All of the above
9. Sex, sexual orientation, gender, gender identity and gender expression are all protected by the DFEH and federal law.	True False
10. The letters EEOC stand for the Employee Equality for Organizational Culture.	True False
Check the box and sign: <input type="checkbox"/> I confirm that I have read the entire transcript, reviewed the poster, and answered the test questions. These tasks took me a total of one hour.	
Print Name:	Email: (or use HR contact email)
Signature:	Date:
I have the following questions (or submit to <a href="https://uspreventharrassment.com/contact">uspreventharrassment.com/contact</a> . (You will receive an answer within two days.)	



SESSION A – CALIFORNIA HARASSMENT PREVENTION TRAINING FOR EMPLOYEES ANSWER KEY

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3. Which one of these aspects is NOT part of the EEOC Guidance on sexual harassment prevention?	A. EEO and harassment policies <b>B. Disciplinary action</b> C. Complaint handling procedure D. Training
4. Which of the following is probably not an expectation of reasonable accommodation for an employee’s religious beliefs?	A. Time off for prayer B. Religious holidays off C. Religious clothing <b>D. Attending a week-long religious training</b>
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9. Sex, sexual orientation, gender, gender identity and gender expression are all protected under the FEHA.	<b>True</b> False
10. The letters EEOC stand for the Employee Equality for Organizational Culture.	True <b>False</b>

