

Sexual Harassment

Cross - Industry Performance Overview Report



Jan 01, 2015 - Jun 01, 2017

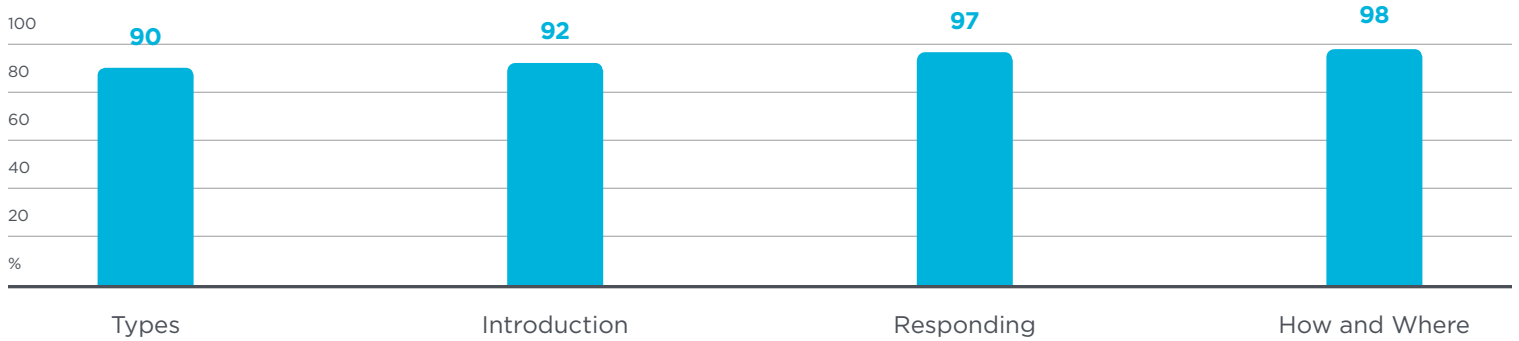
The average cross-industry performance for Sexual Harassment is **94%**.

Company Performance is the average of Performance by Category.



Performance by category

Performance by Category is the average of activities passed by each user within a Category.



Time spent

The numbers below show the average time spent by 95% of the users, eliminating 5% outliers with the longest duration.



14 Minutes to complete the course



4 Minutes spent in the policy/ course material/ best practices sections

Top five most challenging activities

Activity performance is the average of users who passed the activity by choosing the correct answer option(s).

01 **Category** Types

Question

Darnell and Chantal are colleagues and work closely together. Darnell regularly stares at Chantal's body. On days she wears dresses, he tells her how sexy her figure looks. Darnell's behavior makes Chantal feel uncomfortable, so she asks him to stop. However, Darnell continues his behavior.

Which type of harassment is occurring here?

✗ 26% ✓ 74% 

Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. Hostile environment harassment	✓	74%
B. Tangible employment action harassment	✗	13%
C. Disability harassment	✗	0%
D. Physical harassment	✗	16%
E. Racial harassment	✗	1%

02 **Category** Introduction

Question

Ana told her coworker DJ a sexually suggestive joke. She thought the joke was harmless, but it made DJ uncomfortable.

Could this be considered unwelcome behavior?

✗ 22% ✓ 78% 

Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. Yes; jokes of any type are always unwelcome	✗	10%
B. Yes; DJ didn't initiate or invite the behavior	✓	78%
C. No; Ana didn't mean any harm by the joke	✗	2%
D. No; Ana thought it was appropriate for the workplace	✗	1%
E. Maybe; Ana didn't know that DJ would be offended	✗	12%

Top five most challenging activities

Activity performance is the average of users who passed the activity by choosing the correct answer option(s).

03 **Category** Types

Question

Audra is Troy's supervisor at a retail store. Audra tells Troy that she will promote him to assistant store manager if he agrees to date her. She also tells him that she will fire him if he does not comply. Troy refuses to go out with Audra, so she fires him.

Which type of harassment is occurring here?

15% 85%

Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. Hostile environment harassment		15%
B. National origin harassment		0%
C. Physical harassment		2%
D. Tangible employment action harassment		85%
E. Religious harassment		0%

04 **Category** Types

Question

Karissa, a product manager, has been told to provide training to her department on tangible employment action harassment. She has decided to craft sample situations to teach the concepts.

Which of the following scenarios describe tangible employment action harassment?

10% 90%

Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. David, a manager, told Sonya that he would give a raise if she would provide sexual favors, and then demoted her when she refused		92%
B. Felipe asked his manager for overtime, and she said she would grant his request if he dated her; he refused and his hours were cut		92%
C. Fernando asked his manager on a date; when she refused, he quit his job because he was embarrassed by the rejection		4%
D. Scott was promoted to a different department but before he moved he asked his coworker Amy on a date		3%
E. Reyna has been having attendance issues at work; her manager recently rejected her time off request because of it		5%

Top five most challenging activities

Activity performance is the average of users who passed the activity by choosing the correct answer option(s).

05 **Category**
Responding

Question

Les is a call center representative. His coworker, Greta, confesses to him that their manager keeps forwarding lewd, sexually offensive emails to her and making suggestive comments about her when he passes her in the hall. Greta has told her manager that the behavior makes her uncomfortable, but the behavior hasn't stopped. Greta feels she's being harassed, but says she doesn't want to tell anyone else because she's afraid she might lose her job.

What should Les do?

 10%  90% 

Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. Confront Greta's manager and demand that the behavior stop	✗	4%
B. Urge Greta to report the harassment to a different organizational authority and report it himself if she doesn't	✓	90%
C. Respect Greta's privacy by remaining silent	✗	1%
D. Tell a different coworker in the department and have that person disclose the situation to the organization	✗	2%
E. Encourage Greta to confront her manager again	✗	4%