

Workplace Harassment - US: Employee Edition

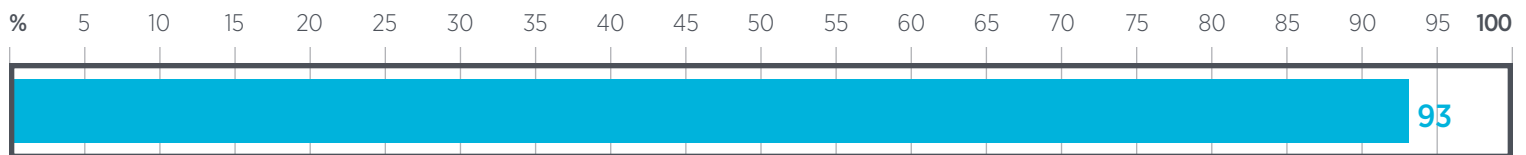
Cross - Industry Performance Overview Report



Jan 01, 2015 - Jun 01, 2017

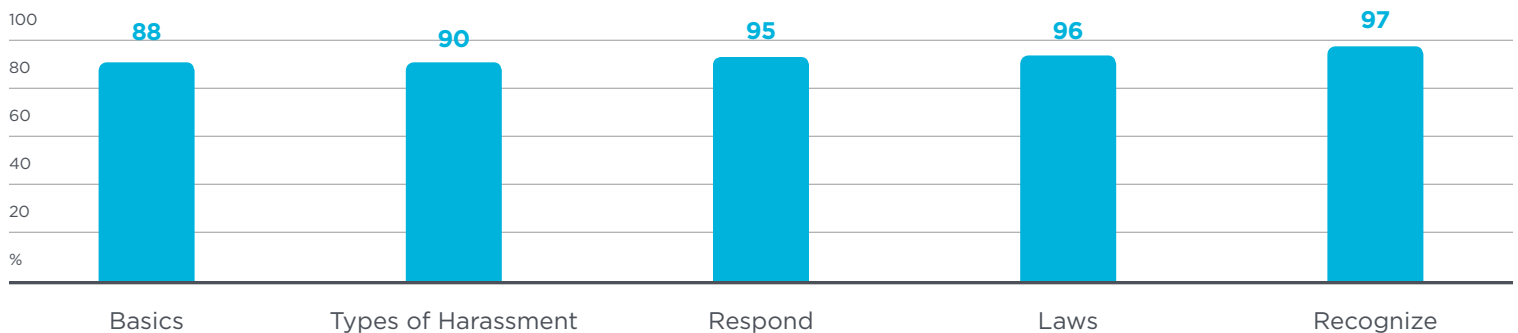
The average cross-industry performance for Workplace Harassment is **93%**.

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.



29 Minutes to complete the course



6 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

Type of Harassment

Question

Terrell texts his coworker, Pam, and asks her out on dates. When she refuses, he emails a picture of flowers and champagne with a subject line that reads, "Change your mind!" The first time, Pam sent back a smiley face thinking kindness would soften the blow. However, the texts and emails now arrive daily and disrupt her workday. In one email Terrell said, "If you don't say yes soon, I'll have no choice but to get you out of here so they can hire someone who'll say yes!"

How would you advise Pam at this point?

✗ 34% ✓ 66%



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. Tell her that hostile environment harassment is happening here	✓	69%
B. Tell her that tangible employment action is happening here	✗	35%
C. Tell her that she should continue to reason with Terrell until he stops	✗	1%
D. Tell her she asked for this because she was nice the first time	✗	0%
E. Tell her she should report the behavior	✓	85%

02

Category

Basics

Question

Alan and DJ go out to lunch together, where they talk about work as well as their personal lives. Alan often jokes about DJ's religion. DJ has asked Alan to stop telling these types of jokes because they make him uncomfortable and are offensive to his religious beliefs. Alan thinks the jokes are harmless (and quite amusing).

Could Alan's actions be considered workplace harassment?

✗ 32% ✓ 68%



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 unwelcome and a form of harassment	✗	32%
B. Yes; DJ didn't initiate or invite the behavior	✓	68%
C. No; Alan didn't mean any harm by the joke	✗	1%
D. No; they are out to lunch together and not in the office	✗	4%
E. No; by listening to Alan's jokes previously, DJ invited the behavior	✗	1%



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 Basics

Question

Tom occasionally hears his coworker, Jim, making racist and sexist statements. Many in the office simply dismiss the comments as part of Jim's quirky and unique personality and they tolerate the comments because Jim's work is so highly valued. Tom believes Jim's behavior could be harassment and he's concerned about the consequences if a harassment complaint is filed.

If Jim is found to have committed workplace harassment, what consequences could he face?

✗ 16% ✓ 84% 

Answer Option

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

	Correct Answer	%Chosen
A. Career and reputation damage	✓	94%
B. Disciplinary action, including possible termination	✓	96%
C. Mental and emotional distress	✗	10%
D. Discontent and decreased morale	✗	10%
E. Costly fines and legal fees	✓	86%

04

Category Respond

Question

Ellie's manager makes inappropriate remarks of a sexual nature to her, even in group meetings. Nobody seems to think it's a big deal, but it makes Ellie feel uncomfortable and she's even thinking about changing jobs to get away from it.

What steps should Ellie take to deal with this sexual harassment?

✗ 16% ✓ 84% 

Answer Option

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

	Correct Answer	%Chosen
A. She should clearly tell her manager that his behavior is unwelcome and must stop	✓	60%
B. Since the harasser is Ellie's manager, she should immediately report the incidents to an appropriate alternate contact	✓	87%
C. She should report it once she has gathered and recorded sufficient evidence of the inappropriate remarks	✗	13%
D. Since it's her manager, she should not report in order to keep her job	✗	1%
E. Wait until others have experienced the same harassment, then report it	✗	0%

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 Laws

Question

Therese mentioned to her boss, Sal, that she just found out she's pregnant. Therese jokes, "I guess you'll see me in maternity clothes around here soon!" Sal laughs, then congratulates her and tells Therese that her job will certainly be waiting for her when she comes back from leave. Sal then removes Therese's file from a pile of employees he's considering for promotion and says to her, "Your focus should be on family instead of taking on extra work responsibilities."

Could Sal's behavior be considered harassment?

✗ 13% ✓ 87%

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; Sal's decision was based on personal appearance	✗	5%
B. Yes; Sal should not encourage employees to focus on their families	✗	5%
C. Yes; federal and state laws may protect Therese while she's pregnant	✓	88%
D. Maybe; it depends on how many months until Therese gives birth	✗	2%
E. No; Sal is free to promote people as he sees fit	✗	4%