



EEO Reprisal Quiz

Part 1: True or False?

Decide if each of the statements below is true or false.

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|---|-------------|--------------|
| 1. A protected communication can only be considered such if made in writing and during official work hours. | True | False |
| 2. Reprisal can be substantiated even if the action did not deter the complainant from reporting the complaint to EEO counselor. | True | False |
| 3. Unfavorable performance evaluations may not be considered reprisal if they adequately match the employee's performance. | True | False |
| 4. Supervisors should discourage employees from contacting an EEO counselor if they believe it might cause controversy within the organization. | True | False |
| 5. Reprisal reports are only credible if the complainant suffers direct financial harm. | True | False |
| 6. Regular mandatory training sessions can cultivate an organizational climate that supports reporting concerns without fear of reprisal. | True | False |
| 7. Supervisors can take action against reprisal behaviors even if the investigation does not substantiate the allegations. | True | False |
| 8. Changes to personnel assignments made in response to a reprisal complaint must always be considered an unfavorable personnel action. | True | False |

Part 2: Reporting Process

From the options listed below, select the statements that best apply to the process of reporting a reprisal concern.

- A. Discuss the complaint openly, including on social media and other platforms, which will help to garner support for your case.
- B. Choose a reporting method: Report to your supervisor directly or make your complaint directly to your EEO counselor.
- C. Directly confront those you are accusing of reprisal, letting them know you intend to report.
- D. Document personnel actions that support your complaint, such as actions taken or withheld, and provide detailed descriptions of the actions, including all dates and any involved official personnel.
- E. Establish the connection between your original protected communication and the involved personnel, including how the offending personnel would have known about the original protected communication.
- F. Don't bother with documentation of details such as dates and key personnel interactions; these can be confusing, and a verbal account is sufficient.





- G. Identify witnesses and claim support by noting key witnesses, their contact information, and professional details.
- H. Be prepared to explain—with documentation, when possible—any delays in making the reprisal complaint, especially if it has been more than a year since the reprisal action.





Answer Key

Section 1:

1. **False:** The protected communication does not have to be made in writing or during work hours.
2. **True:**
3. **True:**
4. **False:** Supervisors should always encourage open communication, including contacting an EEO counselor.
5. **False:** The complainant does not have to suffer direct financial harm to constitute reprisal.
6. **True:**
7. **True:**
8. **False:** Not all changes to personnel assignments need to be considered unfavorable. They can be neutral or even favorable, depending on the context and the specific needs of the employee involved.

Section 2:

B, D, E, G, H

