



(Topic Name) Quiz

Part 1: True or False?

Select if each statement below is true or false.

- | | | |
|---|-------------|--------------|
| 1. Sex discrimination only occurs by men discriminating against women. | True | False |
| 2. Touching someone in a way that makes them uncomfortable is sex discrimination. | True | False |
| 3. Pregnant women and new mothers face more discrimination than men. | True | False |
| 4. Sex discrimination can include gender identity, sexual orientation, and pregnancy status. | True | False |
| 5. Women and LGBTQ+ members tend to face discrimination when in traditionally male-dominated roles. | True | False |
| 6. Women cannot discriminate against other women on the basis of sex. | True | False |
| 7. Sex discrimination only occurs in the form of promotions, hiring/firing, and job assignments. | True | False |

Part 2: Behavior Scenarios

For each scenario below, decide if the event could be considered sexual harassment or another potential form of harassing behavior.

- | | | |
|---|-------------------------------------|-----------------------------------|
| 1. A woman is not hired after disclosing that she and her husband are trying to start a family. | Potential Sex Discrimination | Potential Other harassment |
| 2. A male employee is passed over for a promotion because his supervisor states that he lacks the right empathy for the position. | Potential Sex Discrimination | Potential Other harassment |
| 3. A transgender man is consistently asked on dates by other women in the office. He has declined and requested they stop. They do not. | Potential Sex Discrimination | Potential Other harassment |
| 4. The art department, which employs several employees who identify as LGBTQ+, loses funding that was crucial for producing the quality work they are known for. When some of the employees addressed this in a recent meeting, their supervisor stated, “we have enough flamers on this team, and I am confident they have the creativity we need to get through.” | Potential Sex Discrimination | Potential Other harassment |
| 5. A male employee receives a negative evaluation a few weeks after turning down his supervisor’s request for a date. | Potential Sex Discrimination | Potential Other harassment |





Answer Key

Answers to True or False

1. **False.** Any sex can discriminate against a person from any sex.
2. **False.** Unwanted touching is sexual harassment.
3. **True.**
4. **True.**
5. **True.**
6. **False.** Any sex can discriminate against a person from any sex.
7. **False.** Discrimination can also include pay, training opportunities, fringe benefits, and any other term of employment.

Answers to Scenarios

1. Potential Sex Discrimination
 - This could be an example of sex discrimination if evidence exists that the woman was not hired because of her potential pregnancy.
2. Potential Sex Discrimination
 - This could be an example of sex discrimination if evidence of multiple patterns and comments exist reinforcing the statement that the individual did not receive the promotion because he is perceived to lack a trait that is typically deemed feminine.
3. Potential Sexual Harassment
 - This behavior may be sexual harassment according to definitions within DoDI 1020.04. Unwanted and repeated requests for dates and/or other sexual contact can be construed as sexual harassment.
4. Potential Sex Discrimination
 - The supervisor's statement/slur is discriminatory against the LGBTQ+ members in the art department.
5. Potential Sexual harassment
 - This behavior could be an example of quid pro quo sexual harassment according to definitions within DoDI 1020.04, if the negative evaluation is proven connected to the supervisor's requests and not based on other proven or valid reasons.

