

## Harassment and Bullying Quiz

1. If a coworker or supervisor gets frustrated and loudly says “You did this wrong!” then they are a bully. Raising your voice or yelling even once is considered bullying behavior.

TRUE  FALSE

2. If a coworker has established a pattern of mean-spirited comments and talking behind your back, the best solution is:

a) Don’t make a fuss—it’s just words, and words can’t really hurt you.

b) Find a time to speak to your coworker and ask them to stop their hurtful comments and gossip.

c) Ask a witness to be present if you are worried about receiving a hostile response when you speak to your coworker.

**d) Both (b) and (c) above.**

3. As long as you do not participate in bullying behavior at work, you have no further responsibilities. It would just make things worse if you got involved.

TRUE  FALSE

4. If you are being bullied, it’s probably your fault. If you just stop doing those things that annoy the bully, he or she will be sure to leave you alone.

TRUE  FALSE

5. What are some of the sources of workplace bullying?

a) Bullies can be bored or feel underappreciated and use bullying for entertainment or to feel more powerful.

b) Bullies often pick on coworkers who they feel threatened by or have a personality conflict with.

c) Bullies can target coworkers or subordinates they feel are not “pulling their own weight” or contributing adequately to the team effort.

**d) All of the above. Individuals who are protected against retaliation include those who object to unwelcome behavior, make a complaint, or participate in an investigation.**

6. If someone accuses you of bullying, you might as well quit your job right then, because no one will listen to your side of the story or believe that you can ever work with that person again.

TRUE  FALSE

7. In mild cases of bullying, a conversation between the parties can often clear the air and provide a basis for improved relationships going forward. What are some of the solutions that can be used for solving more serious situations?

a) An organization’s discipline process, up to and including termination in severe cases.

b) EEOC complaint

c) Promoting the bully to get them out of their current department.

**d) Both (a) and (b) above.**

8. If a bunch of subordinates get together and agree to be disrespectful and not do what their boss says, this can be considered bullying. Even those with authority in an organization can be victims.

TRUE  FALSE