Questions for Workplace & Sexual Harassment

Question 1
Yuri Anders and Elsa Engle are new employees who have just come to the United States from Sweden. Already, Yuri is famous for his “Swedish” jokes, some of which are slightly off-color. Elsa tries to be a good sport, but she quickly tires of Yuri making fun of her native country. When she hints around for Yuri to knock it off, he tells her, “Hey, lighten up. I’m making fun of myself. If I’m a Swede and don’t mind Swedish jokes, neither should you.” Yuri’s behavior is:
A. Illegal
B. Inappropriate
C. Okay, since he is making fun of his own cultural background
D. Effective, since he is showing his new colleagues that he has a sense of humor

Question 2
Ross just got an e-mail at work from a colleague in France. It contained the funniest sexual cartoon he has ever seen and he wants to pass it along to his good friend and coworker, Randy, whom he knows will think it is funny too. Unfortunately, Randy makes a mistake and forwards the e-mail to all company employees. Randy:
A. Has unintentionally put himself and the company at legal risk
B. Should apologize to employees and ask them to delete the cartoon immediately
C. Is a victim of cultural differences
D. a and b

Question 3
Karen and Rick are company employees who dated for six months. When Rick breaks up with Karen, she is devastated and determined to win Rick back. She frequently stops by his desk at work to ask him to get together to “talk” about the relationship, she leaves letters reminding him of the good times they have had, and, the other day, she was so upset she interrupted his meeting with a customer. Rick has often told Karen that he wants to have a good relationship with her, but that, alas, his romantic feelings have died. Karen’s behavior could be:
A. Annoying to Rick and other employees
B. Inappropriate but since Rick welcomed her advances at one time, not sexual harassment
C. Sexual harassment
D. Appropriate – Karen knows what she wants and is determined to get it