

# Harassment Prevention Training Scenarios & Knowledge Check

Thank you for watching the City of Chicago  
Bystander Harassment Prevention Training, let's  
review.

# Scenario 1:

## Repeated Jokes” About Accent or English Fluency

- Background: During a team lunch, a few employees laugh and mimic a coworker’s accent after they leave the table. One says, “She’s smart, but man, it’s like ESL day every time she presents.”



# Scenario 1:

## Repeated “Jokes” About Accent or English Fluency Discussion

### QUESTION:

- ▶ What could you do in the moment—or afterward—as a bystander?

#### What a Bystander Can Do:

- ▶ Be Direct: “That’s not cool - those jokes cross a line and make people feel targeted.”
- ▶ Try to Distract: Change the subject quickly or steer conversation away from gossip.
- ▶ Delegate to Authority: Quietly mention it to a manager or HR, especially if it’s a pattern.
- ▶ Delay and Determine: Check in with the targeted coworker later. “I heard what happened. You ok with how that went?”

# Scenario 1:

## Flirting from a Higher-Up

- ▶ Background: You overhear a department head repeatedly complimenting a junior staff member's looks during breaks: "You always brighten up this office," "If I were your age..." The junior employee laughs awkwardly but never engages.



# Scenario 2:

## Flirting from a Higher-Up Discussion

### QUESTION:

- ▶ Does this seem harmless or like something you should step in on? Why or why not?

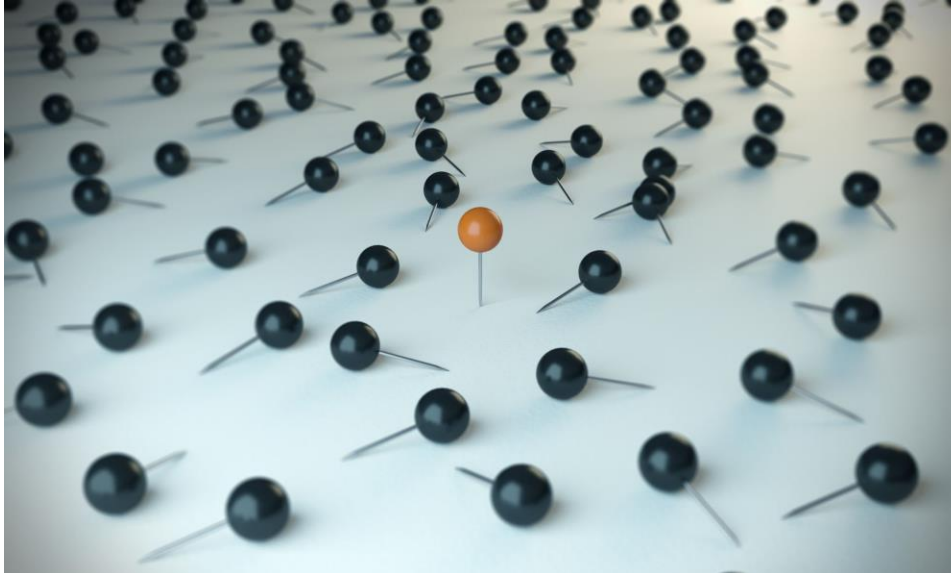
### What a Bystander Can Do:

- ▶ Be Direct: Say something like, “Hey—let’s keep things professional, yeah?”
- ▶ Try to Distract: Step in with a topic change or pull the junior employee into another task.
- ▶ Delegate to Authority: Let HR or another supervisor know—it’s a power imbalance issue.
- ▶ Delay and Determine: Follow up with the employee: “I noticed the comments—do you want to talk to someone about that?”

# Scenario 3:

## Cold Shoulders After a Complaint

- Background: A coworker who recently reported a concern to HR is now being excluded from meetings and copied less on emails. Someone says, “Careful what you say around her—she's sensitive.”



# Scenario 3:

## Cold Shoulders After a Complaint Discussion

### QUESTION:

- ▶ What signs of retaliation do you notice here, and what could you do as a bystander?

### What a Bystander Can Do:

- ▶ Be Direct: Speak up in the moment: “Let’s not make her the problem—she did the right thing.”
- ▶ Try to Distract: Bring the employee back into a group setting or help include them in follow-up communication.
- ▶ Delegate to Authority: Share the behavior with HR—it may be retaliation.
- ▶ Delay and Determine: Ask the excluded employee if they feel supported and offer to help them stay looped in.

## Scenario 4: Harsh Comments Disguised as "Feedback"

- Background: In a team huddle, a supervisor says to an LGBTQ+ employee: “You’re very expressive—you might want to tone that down around clients.” Others go quiet.





# Scenario 4:

## Harsh Comments Disguised as "Feedback" Discussion

### QUESTION:

- ▶ What are some ways to step in without escalating the situation or embarrassing anyone?

### What a Bystander Can Do:

- ▶ Be Direct: Say calmly, "I don't think how someone expresses themselves is the issue here."
- ▶ Try to Distract: Defuse the moment: "Let's refocus on the client updates—this feels off track."
- ▶ Delegate to Authority: Speak with another supervisor or HR about inappropriate feedback.
- ▶ Delay and Determine: Check in with the employee privately to offer support and remind them they're valued.

# Quiz

## Question 1

1. Sexual Harassment is \_\_\_\_\_ sexual advances, requests for sexual favors, and/or verbal, visual, or physical conduct of a sexual nature.
  - A. Unwarranted
  - B. Obvious
  - C. Unwelcome

# Quiz

## Question 2

- ▶ If your intentions are good, your behavior cannot be considered sexual harassment.

A. True

B. False

# Quiz

## Question 3

- ▶ If you ignore the behavior of sexual harassment, it will ultimately stop or go away.

A. True

B. False

# Quiz

## Question 4

- ▶ Sexual harassment may include actions by members of:
  - A. Opposite genders
  - B. Same gender
  - C. Both the opposite and same gender

# Quiz

## Question 5

- ▶ Sexual harassment can occur outside the work site and still be considered work related. Incidents that occur at retirement parties and office socials or in training are some of the situations where work related harassment occurs.

A. True

B. False

# Quiz

## Question 6

- ▶ Sexual harassment is not limited to physical contact. It can occur any time that an individual is \_\_\_\_\_ another person's approaches, comments, or discussions.
  - a) Avoiding
  - b) Uncomfortable with
  - c) Irritated by

# Quiz

## Question 7

- ▶ Dirty jokes and language may be construed as sexual harassment.

a) True

b) False



# Quiz

## Question 8

- ▶ A man who is sexually harassed does not have the same legal rights as a woman who is sexually harassed.

a) True

b) False

# Quiz

## Question 9

- ▶ Quid Pro Quo harassment is a form of sexual harassment when there is a request or demand of sexual favors in exchange for employment benefits or threatening retaliation if the favors are not given.

a) True

b) False

# Quiz

## Question 10

- An employee witnesses another employee being harassed. Even though this involved a co-worker, the witness can be considered \_\_\_\_\_ in this case.
- a) A victim
  - b) A Bystander
  - c) Uninvolved

# Quiz

## Question 11

- Company policy \_\_\_\_\_ sexual harassment.
- a) Is lenient with
  - b) Prohibits
  - c) Allows explanations for

# Quiz

## Question 12

- ▶ Employees who encounter harassment, directly or indirectly have a responsibility to take advantage of the provided resource and procedures to protect themselves from unlawful harassment.

a) True

b) False

# Quiz

## Question 13

- Incidents of harassment are made public within the company to keep employees informed.

a) True

b) False

# Quiz

## Question 14

- ▶ All employees share responsibility for ensuring that the workplace is free from harassment.

a) True

b) False

# Quiz

## Question 15

- ▶ Employees can make a good faith report to their supervisor, Human Resources, or a senior company leader without fear of discipline or retaliation.

a) True

b) False



# Reminder

- ▶ If it feels wrong, say something.
- ▶ If you see something, say something.
- ▶ We all play a role in creating a safe and respectful workplace.

# Thank You!

Thank you for completing the Bystander Harassment Prevention Training Knowledge Check and Quiz.

Please turn in your quiz and acknowledgment form to HR.