

Equal Employment Opportunity – Preventing Harassment and Understanding Your Responsibility

What are the bases for EEO Discrimination?

- Race
- Color
- Religion
- Gender
- National Origin
- Age
- Disability
- Retaliation

What are issues that constitute an EEO Complaint?

- Harassment
- Discrimination

What are the two types of harassment?

- Quid Pro Quo
- Hostile Work Environment

What behavior constitutes a hostile work environment?

- Severe
- Pervasive

What standard is used to determine if it's severe and pervasive?

Reasonable person standard

Can someone who does not work for the company harass an employee?

Yes

Who is responsible to maintain a healthy work environment?

Supervisor

What protects the rights of employees who make complaints?

No Fear Act