

**SPECIAL PROBLEMS WITH CO-WORKERS ANSWER KEY**  
(PAGES 162, JOB SAVVY, 5TH EDITION)

Sexual Harassment

Acceptable answers include the comments below:

1. Flirting, off-color jokes, touching, continually asking someone out on a date, etc.
2. No
3. It can include members of the same sex.
4. Yes, if you wear a suggestive T-shirt, etc.
5. Yes, suggestive phrases, even when used innocently, can be interpreted as sexual harassment.
6. Workers faced with a hostile work environment can sue employers if they do not do everything in their control to make the work environment free from sexual harassment. Therefore, if you sexually harass someone, the company may fire you even if you are a very productive employee.
7. Sometimes the individual being harassed waits to see if it will stop. Therefore, time can pass between the major event and the time that it is reported. This makes the work environment very uncomfortable for the parties involved and for co-workers, while the sexual harassment is occurring. The problem can grow in severity because it was not stopped during its initial phase.
8. First you should tell the individual harassing you to stop or you will report them to management or personnel. Then if they do not stop (next incident), you should report them.

Racial Harassment

Acceptable answers include the comments below:

1. Racial jokes, racial slurs, expressing racial prejudices, distributing racial materials, etc.
2. Yes.
3. You should ask your co-worker to stop telling racial jokes. You can say they have offended you.
4. Same as above.
5. First you should tell the individual harassing you to stop or you will report them to management or personnel. Then if they do not stop (next incident), you should report them.

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(Dating

Acceptable answers include the comments below:

1. You spend a lot of time with your co-workers and you get to know them.
2. When the other individual has no interest in dating you but you persist to ask them out on a date. Also, just asking out a person that works directly for you or asking out a person whose salary you control, can be sexual harassment. Asking that worker out puts that person in a bad work situation. They may feel they either have to accept a date or risk getting bad performance appraisals and poor pay increases.
3. Companies often have a “no dating” rule to minimize their potential for sexual harassment claims and to minimize the negative impact that failed relationships between two co-workers can have in the workplace.
4. Dating a co-worker can cause problems because your workplace can become a social outlet for the two of you and that can negatively impact both workers’ job performances.
5. Keep your personal relationship out of the workplace.