



Occupational Health & Safety Act: Harassment in the Workplace

Final Quiz

Quiz Instructions

You will be presented with 10 questions. Please read each question and possible answers carefully. You must get a score of at least 80% to achieve a passing grade. If your score is less than 80%, you will have to re-take the test.

Question 1

Workplace harassment is a:

- Psychosocial hazard
- Safety hazard
- MSD hazard
- Biological hazard

Question 2

True or False.

The result of a harassment investigation and any report created from it must be shared with the JHSC.

Question 3

Since Bill 132 came into force, OHSa harassment legislation now...

- includes a definition of sexual harassment
- requires that an employer's program include how incidents and complaints will be dealt with
- requires that the worker-complainant be informed in writing of the investigation results and any corrective actions taken
- all of the above

Question 4

“Engaging in a course of vexatious comments, or conduct against a worker in a workplace that is known, or ought reasonably to be known to be unwelcome” is the OHSa definition of:

- Vexatious harassment
- Incivility
- Workplace Harassment
- Grounds for Dismissal

Question 5

Under OHSa, grounds for workplace sexual harassment include:

- Sex, sexual orientation, gender identity and gender expression
- Gender, homosexuality, inappropriate touching, propositioning
- Sex, Sexual orientation, inappropriate touching, sexual assault
- Sex, Sexual identity, gender identity

Question 6

Yes or No?

Your boss provides negative feedback about your performance, causing you hurt and embarrassment. Is this workplace harassment?

Question 7

Under OHSa, all workers must:

- Report all instances of harassment once the victim gives consent
- Report all instances of workplace harassment of which they are aware
- Report all instances of workplace incivility to their Supervisor
- Confront anyone who harasses them directly, prior to filing a report

Question 8

True or False.

Only victims of harassment can report harassment under OHSa.

Question 9

To be as effective as possible, an employer's program should:

- Ensure that the complainant and alleged harasser are informed in writing of the results of the investigation and of any corrective actions taken
- Create a plan with the complainant to ensure their safety
- Include measures and procedures for workers to report incidents of harassment to the employer or supervisor
- All of the above

Question 10

A Ministry of Labour inspector may order an employer to investigate a harassment complaint at the expense of the employer. This investigation must be...

- Conducted by the complainant's Supervisor
- Conducted by an external party
- Conducted by the Joint Health and Safety Committee or Health and Safety Representative, or
- Conducted by an impartial person in a manner appropriate to the circumstance