

BILL 168 - Workplace Violence and Harassment - Test 2011

1. Which is a form of workplace violence or harassment:
 - a. Psychological
 - b. Physical
 - c. Sexual
 - d. All of above
2. True or False. Under Occupational Health and Safety Legislation, only some employers need to take precautions to protect their workers in the workplace.
 - a. True
 - b. False
3. True or False. The workplace is any place where an employee does work, and includes any off-site places where the employee goes to transact business.
 - a. True
 - b. False
4. Workplace violence may be inflicted by:
 - a. An employee, supervisor or manager
 - b. Former volunteer, student or supplier
 - c. Next of kin
 - d. All of the above
5. Which of these is considered co-worker violence:
 - a. Between supervisors and subordinates
 - b. Between workers of different employers
 - c. Between a worker and an outside contractor
6. True or False. Violence is more than just physical abuse.
 - a. True
 - b. False
7. Workplace violence can include:
 - a. Verbal abuse
 - b. Pushing or kicking
 - c. Malicious Pranks
 - d. All of the above
8. Most incidents of workplace violence are committed by:
 - a. Relatives of the victim
 - b. Casual acquaintances
 - c. Individuals well known to the victim
 - d. Males

9. Which of the following are risk factors for workplace violence:
 - a. Isolated work area
 - b. Poor lighting outside
 - c. High crime areas
 - d. Lack of training and support
 - e. All of above
10. Gestures intended to injure or maim and can be fatal, is a definition of:
 - a. Psychological Intimidation
 - b. Sexual Harassment
 - c. Grievous Assault
 - d. Destructive Behavior
11. A harmful work environment is a work environment:
 - a. That is detrimental
 - b. That is enjoyable
 - c. That is not harmful to someone
 - d. None of above
12. True or False. Once people cross that moral, ethical or professional barrier into violence, it's a lot easier for them to do it the next time.
 - a. True
 - b. False
13. True or False. Poor personal hygiene & personality changes, is a warning sign of violent behavior.
 - a. True
 - b. False
14. Personal belongings should not be:
 - a. Secured at the workplace
 - b. Kept at home
 - c. Carried in a pocket or purse
 - d. Locked in a vehicle- out of view.
15. What is required for working alone:
 - a. Develop a check in plan
 - b. Ensure contact can be made i.e. cell phone, 2way radio, etc
 - c. Initiate buddy system
 - d. All of above

16. A person speaking loudly, gesturing wildly and making threats is a sign of:
 - a. A morning greeting
 - b. Asking a job related question
 - c. Giving instruction
 - d. An aggressive situation
17. When dealing with a potentially violent situation you should:
 - a. Make physical contact with the individual.
 - b. Arrange yourself so that your exit is not blocked
 - c. Promise the person anything they want
 - d. Get in the middle of the situation and be the hero
18. If at any time you feel threatened or believe your safety is in jeopardy, you should:
 - a. Remove yourself immediately from the situation.
 - b. Try to resolve the situation
 - c. Call for assistance
 - d. Both a and b
 - e. Both a and c
19. True or False. Workplace harassment is defined by the Ontario Health and Safety Act as. “Engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome”
 - a. True
 - b. False
20. True or False. Harassment only occurs at one level within the workplace.
 - a. True
 - b. False
21. True or False. Personal harassment may include unwelcome behavior, conduct or communication that is directed at a person.
 - a. True
 - b. False
22. Sexual harassment is not defined as:
 - a. Gender specific.
 - b. Any comment or conduct of a sexual nature that is likely to cause an employee offence or humiliation.
 - c. Any unwelcome, unsolicited sexual comments, gestures, physical contact or demands for sexual favors.

23. According to TCMH Workplace Violence Policy, Management will be responsible to:

- a. Ensure safe work procedures are in place
- b. Train staff
- c. Make staff aware of the nature and extent of risk they face at work
- d. All of above

24. TCMH Workplace Violence and Harassment Policies will be reviewed:

- a. Minimum of monthly
- b. Maximum of annually
- c. As needed
- d. None of above

25. According to TCMH Workplace Harassment Policy, staff will be responsible to:

- a. Report incidents when next seeing their supervisor
- b. Attend provided training
- c. Follow procedures to prevent harassment
- d. Both b) and c)

Name: _____ Date: _____