**Pre-Quiz**

Employment Laws for Supervisors

**Instructions:** Circle **T for True** or **F for False** to the right of each of the following statements about employment laws.

*Circle your Answer*

1. You are the supervisor, you can fire that ‘$%#&’ employee at any time for any reason. **T F** That’s legal, right?
2. People who are different in regards to religion, clothing, cultural identity, **T F** hairstyles, etc. should accept the fact that they may be teased by their fellow coworkers and not consider such teasing as harassment.
3. Reporting discrimination is itself a protected act under the law. **T F**
4. Discrimination and Harassment are the same. **T F**
5. A municipality can be found guilty of allowing sexual harassment, even if its **T F**

supervisors never knew of the offending behavior.

1. It does not count as sexual harassment if, at one time, you had a consensual **T F** relationship with the harasser.
2. An employee who is offended by a co-worker’s conduct must first tell the offender **T F** that the behavior is unwelcome before reporting it to Human Resources.
3. Is there a Federal Law that protects employees 40 years old and older? **T F**
4. At a bar after work, an employee tells you (*his supervisor*) in confidence **T F** he has a medical problem that may make affect his ability to do the job safely.
Are you (as the supervisor) obligated to act on this information?
5. David plans to take 12 weeks of FMLA leave beginning in August for the birth of **T F** his second child. Earlier in the leave year, however, David took two weeks of annual leave to care for his mother following her hospitalization for a serious health condition.

The City failed to notify him at the time of his mother’s hospitalization that the time he spent caring for her would be counted as FMLA leave. Can he still take 12 weeks for the birth of his child in August?