

Understanding the Anti-Sexual Harassment Act

Law · Answer Key · 29 Questions

1. What is the primary purpose of Republic Act No. 7877?

- A) To regulate workplace attire
- B) To declare sexual harassment unlawful in employment, education, or training environments**
- C) To establish guidelines for employee benefits
- D) To promote office social events

2. According to Section 3 of RA 7877, who can commit work, education, or training-related sexual harassment?

- A) Only employers
- B) Only teachers
- C) An employer, employee, manager, supervisor, agent, teacher, instructor, professor, coach, trainor, or any other person with authority, influence, or moral ascendancy**
- D) Only students

3. In a work-related environment, when is sexual harassment considered committed, as per RA 7877?

- A) When an employee wears inappropriate clothing
- B) When sexual favors are a condition of employment or refusal results in discrimination**
- C) When colleagues chat about personal lives
- D) When an employee is late for work

4. What is the duty of an employer or head of office regarding sexual harassment according to RA 7877?

- A) To ignore complaints
- B) To promote casual dress codes
- C) To prevent or deter acts of sexual harassment and provide procedures for resolution**
- D) To organize mandatory social gatherings

5. Under RA 7877, what is the employer or head of office's liability for sexual harassment if informed of an act and no immediate action is taken?

- A) No liability
- B) Solidary liability for damages**
- C) Liability only if the victim is a direct report
- D) Liability only for minor offenses

6. Does RA 7877 prevent victims from filing a separate and independent action for damages?

A) Yes, it is the only recourse

B) No, victims can still file separate actions

C) Only if the employer fails to act

D) Only in criminal cases

7. What are the penalties for violating the provisions of RA 7877 upon conviction?

A) A warning and mandatory training

B) Imprisonment of not less than one month nor more than six months, or a fine of not less than P10,000 nor more than P20,000, or both

C) A written reprimand

D) Mandatory reassignment

8. What is the prescriptive period for actions arising from the violation of RA 7877?

A) One year

B) Two years

C) Three years

D) Five years

9. According to CSC Resolution No. 01-0940, what is the administrative offense of sexual harassment defined as?

A) Any unwelcome sexual advance, request or demand for a sexual favor, or other verbal or physical behavior of a sexual nature, committed by a government employee or official in a work-related, training or education related environment

B) Only physical contact

C) Any form of workplace communication

D) Strictly verbal comments

10. In an education or training environment, when is sexual harassment committed according to the rules?

A) When a student fails to submit an assignment

B) When submission to or rejection of sexual acts affects grades, honors, scholarships, or benefits, or creates a hostile academic environment

C) When a teacher assigns homework

D) When students participate in group projects

11. Where can sexual harassment take place according to the rules?

A) Only within the office premises

B) Only during work hours

C) In the premises of the workplace, school, training institution, social functions, official business, conferences, or via electronic means

D) Only during official travel

12. What are illustrative forms of sexual harassment mentioned in the rules?

- A) Wearing casual attire
- B) Physical acts like malicious touching, verbal remarks, and use of objects with sexual insinuation**
- C) Discussing company performance
- D) Giving constructive criticism

13. Who is liable for sexual harassment according to the rules?

- A) Only the direct perpetrator
- B) Any government official or employee who directly participates, induces, directs, or cooperates in the commission of sexual harassment**
- C) Only supervisors
- D) Only employees with direct reports

14. What is the primary function of the Committee on Decorum and Investigation of Sexual Harassment Cases?

- A) To organize office parties
- B) To receive complaints, investigate, and submit reports with recommendations**
- C) To approve vacation leaves
- D) To manage office supplies

15. In a work-related environment, what is the minimum representation required on the Committee on Decorum and Investigation?

- A) One representative from management and one from the union
- B) At least one representative each from management, the union (if any), supervisory rank, and rank-and-file employees**
- C) Only management representatives
- D) Only union representatives

16. What is the purpose of the pre-filing stage for victims of sexual harassment?

- A) To immediately dismiss the complaint
- B) To provide assistance such as counseling and advice on options before filing**
- C) To gather evidence for a criminal case only
- D) To delay the process

17. What must a written complaint for sexual harassment contain?

- A) Only the name of the complainant
- B) The full name and address of complainant and respondent, a statement of facts, supporting evidence, and certification of non-forum shopping
- C) Only a general description of the incident**
- D) A demand for immediate resignation

18. What happens if a complaint for sexual harassment is vague or too general?

- A) It is immediately dismissed
- B) The Committee may require the complainant to specify the acts complained of in writing**
- C) The respondent is automatically found guilty
- D) The case is forwarded to another agency

19. What is the typical duration for a preliminary investigation of a sexual harassment case?

- A) One year
- B) Within fifteen (15) working days**
- C) Seven days
- D) Thirty days

20. When is a formal charge issued after a preliminary investigation?

- A) Immediately after the complaint is filed
- B) If a prima facie case is established, within three (3) working days from receipt of the Investigation Report**
- C) After the respondent submits an answer
- D) When the Committee deems it necessary

21. What is the purpose of preventive suspension in sexual harassment cases?

- A) To punish the respondent immediately
- B) To temporarily remove the respondent from the scene and prevent undue influence or tampering of evidence**
- C) To allow the respondent to go on vacation
- D) To gather more information without affecting the investigation

22. What is the maximum period for preventive suspension without final decision in a sexual harassment case?

- A) 30 days
- B) 60 days
- C) 90 days**
- D) 180 days

23. What are the classifications of sexual harassment offenses?

- A) Minor, Moderate, Major
- B) Light, Less Grave, Grave**
- C) Simple, Complicated, Aggravated
- D) First Degree, Second Degree, Third Degree

24. Which of the following is classified as a grave offense of sexual harassment?

- A) Telling sexist jokes
- B) Unwanted touching of private parts of the body, sexual assault, or requesting sexual favors for employment benefits**
- C) Making lewd remarks
- D) Surreptitiously looking at someone's private parts

25. What is the penalty for a first offense of a light sexual harassment offense?

- A) Dismissal
- B) Fine or suspension
- C) Reprimand**
- D) Demotion

26. What is the penalty for a first offense of a less grave sexual harassment offense?

- A) Reprimand
- B) Fine or suspension of not less than thirty (30) days and not exceeding six (6) months**
- C) Dismissal
- D) Warning

27. What is the penalty for a grave offense of sexual harassment?

- A) Reprimand
- B) Fine
- C) Suspension
- D) Dismissal**

28. According to DOLE Administrative Order No. 250, who is referred to as a 'Victim'?

- A) Any Department official or employee, applicant/client or trainee against whom acts of sexual harassment have been committed**
- B) Only employees in a supervisory role
- C) Only clients transacting business with the Department
- D) Only trainees

29. What is the responsibility of the head of office regarding the Committee on Decorum and Investigation?

- A) To abolish it
- B) To ensure its establishment and act immediately on complaints**
- C) To personally investigate all cases
- D) To delegate all responsibilities to HR