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الدخول للموقع

### Log in

Username  الرقم الوظيفي مبتدا بـ ١٠

Password  الرقم الوظيفي مبتدا بـ ١٠

Remember username

Log in

Forgotten your username or password?

Cookies must be enabled in your browser ?

Some courses may allow guest access

Log in as a guest

English (en)

My courses ▶

Language

English (en)

عربي (ar)

Learning Platform





My courses

Social networks



- الرئيسية
- My courses
- UNRWA Basic Information Security Awareness (Arabic & English)
- Module 1: Basic concepts of GBV and GBViE
- Module 1: AR Basic concepts of GBV and GBViE
- Prevention of Sexual Harassment and Abuse of Authority
- Prevention of Sexual Exploitation and Abuse (PSEA) - English
- Prevention of Sexual Exploitation and Abuse (PSEA) - الإنشاء والإيذاء الجنسيين
- UNRWA Social Media and Neutrality - Gaza

UNRWA  
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# Welcome to **iLearn** - UNRWA eLearning Platform

## Your "one-stop-shop" for e-Learning!

Managed by Information Management Department (IMD) - HQ(A)

- الصفحة الرئيسية
- صفحتي الرئيسية
- صفحات الموقع
- مقرراتي الدراسية

- Basic Information Security
- Awareness Training - Syria
- Module 1: Basic concepts of GBV and GBViE
- Module 1: AR Basic concepts of GBV and GBViE\_1
- Prevention of Sexual Harassment and Abuse of ...Autho**
- المشتركون
- Competencies
- درجات
- Prevention of Sexual Exploitation ...and Abuse (PSEA)
- Prevention of Sexual Exploitation ...and Abuse (PSEA)
- UNRWA Social Media and Neutrality - Gaza
- تصنيف المقررات الدراسية

# Prevention of Sexual Harassment and Abuse of Authority

## منع التحرش الجنسي وإساءة استخدام السلطة

Return to: 0

### Prevention of Sexual Harassment and Abuse of Authority

**هذا التقييم يتكون من (٢٠) سؤال**

عدد المحاولات المسموح بها: بلا حدود  
 عدد المحاولات التي قمت بها: 6  
 درجة للمحاولة 1: 85%  
 درجة للمحاولة 2: 85%  
 درجة للمحاولة 3: 90%  
 درجة للمحاولة 4: 90%  
 درجة للمحاولة 5: 100%  
 درجة للمحاولة 6: 100%  
 طريقة رصد الدرجات: أعلى محاولة  
 الدرجة المعلنة: 100%

نمط:  معانة  عادي  
 بدء محاولة جديدة

Enter

Return to: 0

# United Nations Course on Prevention of Harassment, Sexual Harassment and Abuse of Authority

Please select the language

Русский язык

يبرع

中文

English

Français

Español

نختار اللغة الانجليزية

لتظهر الشهادة بشكل أفضل

مع العلم الشهادة غير

ضرورية ويتم التقييم

الكرونيا.

# United Nations Course on Prevention of Harassment, Sexual Harassment and Abuse of Authority

Please select the language

Русский язык

عربي

CONFIRM



Are you sure you'd like to undertake the course in **English**, click **YES** to confirm or **NO** to return back to the previous page and select another language.

YES

NO

Français

Español

# Prevention of Sexual Harassment and Abuse of Authority



Click the Start Button to launch the course.

If you do not have Flash Player, click [here](#) to view a tutorial on how to install the Flash Player on your system.

Click [here](#) to download and start the installation process.



**Note:** It is important to install the Flash Player to be able to go through the training.

## IMPORTANT:

Don't close this window when the course is running. If you close the window, your course data will be lost.

If you accidentally close this window, close the course and launch it again.



United Nations Course  
on Prevention of  
Harassment, Sexual  
Harassment and Abuse  
of Authority

...and Abuse of Authority

Criteria	Spec
Browser	Inter
Flash Player	Flash
Screen Resolution	1024
LAN Speed	10 M
Internet Connection Speed	256 k
CPU/Processor	Penti
Operating System	Wind
RAM	256 M
HDD Space	1 GB
Sound Card	Requ
Color Depth	32-bi
Java Runtime Environment	JRE



**Choose the following options**

**Choose role :**



Supervisors / Managers



All Staff

**Help Section**

View

Skip

**Bandwidth**

> 50 kbps

< 50 kbps  
*(Without Audio)*

**Continue**





## United Nations Course on Prevention of Harassment, Sexual Harassment and Abuse of Authority

### Course Overview

You can click the number on each button to view information about each of the course interface elements. After viewing the information, click the Exit Tour button to close the Tour of the Interface (TOI) and continue with the course.

**Exit Tour**

1

2

3

4

5

6

7

8

9

10

11



Welcome to the **United Nations Course on Prevention of Harassment, Sexual Harassment and Abuse of Authority.**

اضغط هنا

Course Map

Navigation bar containing icons for volume, course map, search, help, star, edit, print, play, refresh, back, and forward. The 'Course Map' icon is circled in black.





- Inappropriate Images
- Inappropriate Words
- Learning to Spot Harassment
- Harassment from a Hostile Work Environment
- Key Points
- ▶ **Taking Action**
  - Introduction
  - Awareness and Prevention
  - Responding to Harassment
  - Role of Bystander
  - What to do if it happens to you?
  - What to do if someone challenges you?
  - Key Points
- ▶ **The Role of Supervisors and Managers**
  - Introduction
  - Prevention
  - Taking Action: Your Own Informal Responses
  - Taking Action: If a Staff Member Approaches You
  - Taking Action: Restoring Workplace Environment After Harassment has Occurred
  - Wrap-up
- **Assessment**

Welcome to the **United Nations Course on Prevention of Harassment, Sexual Harassment and Abuse of Authority.**

اضغط هنا لبداية الاختبار



## Question 1 of 20

What is meant by quid pro quo harassment?

- Receiving something for free.
- Asking for a (sexual) favour as a condition of for example a contract or a promotion.
- Using an occasion to get noticed.

Submit

Previous





Question 3 of 20

Managers and supervisors are not responsible for what happens between two colleagues.

- True
- False

Submit

Previous





Question 14 of 20

If you know that someone is abusive of her/his authority you must ignore her/his behaviour in order not to become her/his scapegoat.

- True
- False



Submit

Previous

An attitude is considered to be harassing depending on.

- Exactly what is said and done.
- The body language used.
- Where it takes place.
- The relationship of the people involved.

Submit

Previous





## Question 6 of 20

It's impossible to know if someone finds something I do as inappropriate or offensive. That's why you have to be extremely careful

- True
- False

Submit

Previous





Question 7 of 20

Abuse of authority is the improper use of a position of influence, power, or authority by a staff member against another staff member or group of staff members.

- True
- False



Submit

Previous

Question 8 of 20

What are the reasons why a person may not want to speak directly to someone harassing them?

- The person believes she or he is to blame.
- If the harasser is their superior, they are afraid of losing their job.
- They are not used to defending their rights.
- They don't want to embarrass or hurt the other person's feelings.

Submit

Previous



What can be some of the consequences of harassment?

- Poisoned workplace where personnel are divided.
- Financial costs to individuals and the organization.
- Suspension or loss of a job of someone committing harassment.
- Personal distress by someone experiencing harassment.
- Lowered productivity due to absenteeism and low moral.
- A negative effect on the entire office.
- Damage the public reputation of the UN.



Submit

Previous

What are some things you can do if a colleague talks to you about the harassment they are experiencing?

- Listen and give support without judgment.
- Ask if they feel able to tell the other person that his or her behaviour is objectionable and how it makes them feel.
- Urge the person not to ignore the situation or his/her feelings, and not to hesitate to speak to a supervisor.
- Respect the person's wishes in terms of confidentiality, unless you are a manager or supervisor and have a responsibility to take action.

Submit

Previous





Question 6 of 20

What would you do if you observed a colleague being harassed?

- I can speak to the person experiencing harassment and see if he or she needs my support.
- I can speak directly to the person engaged in the inappropriate behaviour and tell them how their behaviour makes me feel.
- I can speak to a supervisor.
- I can do nothing and hope the behaviour will stop.

Submit

Previous



What is harassment?

- Harassment refers specifically and only to sexually touching a colleague or a demand for sexual favours.
- Harassment is any improper and unwelcome conduct that might reasonably be expected to cause offence or humiliation to another person.
- Harassment is any behaviour where an individual feels slighted or offended.

Submit

Previous



Question 13 of 20

Talks about sexual harassment targets men.

- True
- False

Submit

Previous





What would you do if someone challenges you for behaviour that he or she feels is harassing or an abuse of authority?

- Try to listen to the complaint without interruption.
- Take the concern seriously and think about my behaviour.
- Ask a colleague or supervisor if they think my behaviour was inappropriate and ask what I could do differently.
- Apologize to the person and say I won't do it again.

Submit

Previous



Casual physical contact is a form of sexual harassment.

- True
- Sometimes True
- False

Submit

Previous



Question 16 of 20

Intimidation or threats can constitute workplace harassment or abuse of authority.

- True
- False

Submit

Previous



## Question 17 of 20

There are two types of informal approaches for dealing with harassment and abuse of authority: talk to the alleged harasser or involve a mediator. True or False?

- True
- False

Submit

Previous





Question 20 of 20

Flirting or flattering comments always constitute workplace harassment? True or False?

- True
- False



Submit

This is the last assessment question. If you click the **End Exam** button, you will not be able to re-attempt the previous questions, and your assessment result will be calculated.

Previous

End Exam

Click the **Previous** button to re-attempt or change your answers. Click the **End exam** button to see your assessment result.



Question 19 of 20

A word or gesture can only be harassing if it is directed at a particular person.

- True
- False

Submit

Previous



## Question 20 of 20

If anyone is claiming that a person is sexually harassing him or her at the workplace, knowing that the allegations are false, can the complainant be charged with misconduct?

- True  
 False



Submit

This is the last assessment question. If you click the **End Exam** button, you will not be able to re-attempt the previous questions, and your assessment result will be calculated.

Previous

End Exam

Click the **Previous** button to re-attempt or change your answers. Click the **End exam** button to see your assessment result.



Report Page

Congratulations! You have successfully completed this assessment. You have got 20 out of 20 answers correct. You have secured an overall score of 100% percentage for the entire course.

Click the **Print** button to print the Course Completion certificate.

Click the **Exit** button at the top right corner of this page to exit the course.

**Print Certificate**



# Certificate of Completion

This is to certify that



has completed the **United Nations Course on Prevention of Harassment, Sexual Harassment and Abuse of Authority.**

Date: 15-Nov-2019

Time: 11.06PM