

INVESTIGATORS MODULE • QUIZ

Is the Evidence Relevant?

Each of the text blocks below contains information about a different sexual harassment case. For each block, indicate whether the described information would be relevant to the issue of whether the respondent is responsible for the alleged conduct.

Is the Evidence Relevant?

QUIZ

Complainant alleges that the Respondent penetrated her with his fingers while she was incapacitated. Respondent's friend shows you all the Instagram posts Complainant made throughout that evening.

Employee Complainant alleges that the Respondent, his supervisor, has been sexually harassing him. Respondent provides information that she recently put the Complainant on a performance improvement plan.

Complainant alleges that the Respondent circulated a topless photo of her with the caption "Dumb Cow" to other members of their sorority. She provides a screenshot showing that the Respondent previously circulated an unflattering picture of another student with the caption "Fat Bitch."

Complainant alleges that Respondent intentionally smacks and grabs his genitals when they are on the practice field. A third player on the team tells you that both Complainant and Respondent smoke marijuana.

Complainant alleges that Respondent stalked her last semester, causing her significant fear and distress. Respondent asks to see Complainant's grades because he suspects (correctly) that she made a 4.0.

Is the Evidence Relevant?

QUIZ

Complainant alleges that the Respondent penetrated her with his fingers while she was incapacitated. Respondent's friend shows you all the Instagram posts Complainant made throughout that evening.

YES
Material Fact:
Incapacitation

Employee Complainant alleges that the Respondent, his supervisor, has been sexually harassing him. Respondent provides information that she recently put the Complainant on a performance improvement plan.

YES
Material Fact:
Motivation to lie

Complainant alleges that the Respondent circulated a topless photo of her with the caption "Dumb Cow" to other members of their sorority. She provides a screenshot showing that the Respondent previously circulated an unflattering picture of another student with the caption "Fat Bitch."

YES
Material Fact:
Pattern

Complainant alleges that Respondent intentionally smacks and grabs his genitals when they are on the practice field. A third player on the team tells you that both Complainant and Respondent smoke marijuana.

NO

Complainant alleges that Respondent stalked her last semester, causing her significant fear and distress. Respondent asks to see Complainant's grades because he suspects (correctly) that she made a 4.0.

YES
Material Fact:
Distress