

Minister Destiny Testimony Schools

Adult: Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences

Adult — Class Book · Section 4

Minister Destiny Marie Morgan
Minister & Founder

A Prayer Before You Begin

In the name of God, the Most Gracious, the Most Merciful.

Lord, bless this reader on their journey. Guard their health in body, mind, and spirit as they study. Open their heart to knowledge and their mind to understanding, and let what they learn here become light in their hands. Guide them to the places where they are needed — to help others, and to save lives, safely. Bless their steps, their work, and every life their learning will one day protect.

Amen.

— Minister Destiny Marie Morgan

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Minister Destiny Testimony Schools — Adult: Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences.

Published by Minister Destiny Marie Morgan, Minister & Founder.

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The lessons in this book are educational information, Massachusetts-first, and are not legal advice. If you have a real case, talk to a lawyer. Help lines: National Domestic Violence Hotline 1-800-799-7233 · 988 Suicide & Crisis Lifeline (call/text 988) · Childhelp 1-800-422-4453.

How This Book Works

This book is one class of Minister Destiny Testimony Schools — Adult: Section 4 — Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences. It is the study book for this class's test. Everything the test asks is taught in this book, in plain language: the full lesson, Words to know, the stories to think through, the Try-this activity, and Resources to keep.

Minister Destiny Testimony Schools is a free school. The classes, the tests, and the certificates are free online at destinymorganbooks.com — nothing about this class costs money. This book is the print edition, for people who want the class in their hands. You never need to buy a book to take a class or a test.

How to use this book: read the lesson, learn the Words to know, think through the stories, and do the activity. Try the word search for fun. Then take the Chapter Test at the back of the lesson — printed without answers marked. Score 80% or higher to complete the class and earn its certificate (the certificate page is in this book; write your name on it after you pass). The Answer Key is at the back of the book, for parents, teachers, and self-checking after you finish. Go at your own pace.

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Before You Start

This lesson is educational information, Massachusetts-first, and is not legal advice. Workplace law has deadlines, exceptions, and procedures that depend on your employer and your facts. If you have a real workplace case, act promptly and talk to a lawyer or legal aid organization — waiting can cost you rights that earlier action would have protected.

Before you start

- **This school never asks your name.** Your progress and quiz answers stay on your own device. If you pass this section's quiz (80% or higher, retakes allowed), you earn a downloadable certificate with a blank line — you write your own name on it after you save it. Quiz answers are not shown; if you miss a question, re-read the lesson and try again.
- Nothing in this section asks you to be ashamed of how you handled a workplace situation in the past. People freeze, laugh things off, or stay silent at work for excellent reasons: rent, references, immigration worries, a family depending on one paycheck. **Harassment is the fault of the person doing it and of any employer who lets it continue — never of the worker who endured it while figuring out what to do.** The point of this lesson is that figuring it out gets easier when you know, in advance, what the law calls harassment, what your employer owes you, and how to build the record that makes any report — internal or official — hard to ignore.

Section 4 — Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences

Minister Destiny Testimony Schools — Adult

The lesson

1. What sexual harassment is, in plain terms

Sexual harassment is unwelcome conduct of a sexual nature, or conduct based on sex, that affects a person's job. It is a form of sex discrimination under state and federal workplace law. In general terms, it takes two well-recognized forms:

Quid pro quo — literally "this for that." A supervisor or someone with power over your job makes a work benefit depend on sexual cooperation, or threatens a work harm for refusing: a promotion, a schedule, a raise, or keeping the job itself, traded against dates, touch, or sexual acts. One incident can be enough here, because the abuse of power is the violation.

Hostile work environment — a pattern of unwelcome sexual conduct (or sex-based conduct) severe or pervasive enough to make the workplace intimidating, hostile, or abusive: repeated sexual comments or jokes, displayed sexual images, sexual messages, leering and comments about bodies, unwanted touching, or being singled out in degrading ways because of sex. A single incident counts when it is severe enough — a sexual assault at work is never "just one incident."

Key principles that cut through most confusion:

- **Unwelcome is the standard.** Conduct a particular person welcomes is different from conduct imposed on someone who does not. You do not have to have said the words "stop" in a formal way for conduct to be unwelcome — but making unwelcomeness clear, when you safely can, strengthens any later account.
- **Intent is not the test.** "I was joking" or "that's how we talk here" does not decide the question; the nature of the conduct and its effect on the person subjected to it do.
- **Anyone can be a harasser** — a supervisor, a coworker, a client, a customer, a vendor — and anyone can be targeted, of any sex or gender. Same-sex harassment is covered. Harassment of a worker by *customers* still obligates the employer once the employer knows.
- **It does not have to be about desire.** Conduct meant to humiliate, exclude, or punish someone because of sex — slurs, sabotage, sexualized mockery — can be harassment too.
- **Off-duty and digital conduct can count** when it spills into work: group chats of coworkers, messages from a supervisor at midnight, conduct at work parties and on

work trips.

2. Other workplace mistreatment the law also reaches

This section's title is workplace rights, and harassment sits inside a wider frame you should know exists, described here in general principles only:

- **Discrimination** — being treated worse in hiring, pay, promotion, discipline, or firing because of protected characteristics such as sex, race, age (for older workers), disability, religion, or national origin — is unlawful under state and/or federal law in many circumstances.
- **Retaliation** — being punished *for* protected activity, such as reporting harassment, asking about pay inequity, filing a complaint, or supporting a coworker's complaint — is itself unlawful, even separate from whether the original complaint is ultimately proven.
- **Wage and hour basics** — in general, employers must pay at least the applicable minimum wage, pay for hours worked, follow overtime rules for many roles, and may not fix violations by docking pay informally. Massachusetts workers can find current wage information through mass.gov.
- **Leave and accommodation** — many workers have rights, in defined situations, to things like medical and family leave, pregnancy-related accommodations, and reasonable accommodations for disability or religious practice. The details are rule-specific; the transferable lesson is *ask what applies to you before assuming nothing does*.

None of these areas can be fully taught in one section, and this lesson does not try. What matters for every worker is the shared machinery underneath: notice, documentation, deadlines, and the employer's duty to act — which the rest of this section teaches through the harassment example.

3. What your employer must do

Employers are not bystanders in this area of law; they carry duties, and knowing them tells you what a lawful response looks like — and what a failing one looks like.

In general, employers are expected to:

1. **Prevent.** Maintain a clear policy against harassment that defines it, names how to report it, and is actually communicated to workers. In Massachusetts, employers are generally required to have a sexual harassment policy and to give workers information about it. Training supervisors is part of prevention, not decoration.
2. **Provide more than one reporting path.** A system that forces a worker to report harassment *to the harasser* — the only supervisor, with no alternative — is a broken system. Sound policies route around the person complained about: another manager, human resources, or an outside line.

3. Act promptly when they know — or should have known. Once an employer has notice of possible harassment (a complaint, a manager witnessing it, a rumor reaching management), the duty is to investigate promptly and impartially, not to wait for courtroom-level proof before doing anything.

4. Investigate fairly. Interview the people involved and witnesses, review messages and records, keep the process as confidential as a real investigation allows, and reach a conclusion. A "we talked to him, drop it" brush-off is not an investigation.

5. Stop the behavior and remedy the effects. If harassment occurred, the employer must take action reasonably calculated to end it — discipline up to termination for the harasser, schedule or reporting-line changes that do not punish the target, and correction of harms like lost shifts or a damaged evaluation.

6. Not retaliate. Transferring the *complainant* to worse shifts, cutting hours, sudden bad reviews after years of good ones, or firing shortly after a report — these are the classic retaliation fact patterns, and they create a second, separate violation.

Employer responsibility for a supervisor's harassment is stricter, because supervisors act with the company's power. When a supervisor's harassment ends in a tangible job action (firing, demotion, lost promotion), the employer is generally responsible for it. When coworkers or customers harass, the employer's responsibility turns on notice: did the employer know or should it have known, and did it act? That is why reporting inside the system matters — the report is often what creates the legal duty to fix the problem — and why a written record of reporting (subsection 5) is so valuable.

4. How to report — inside, outside, and in what order

Workers usually have several doors, and they can be used in combination. Deadlines apply to the official ones, which is why this lesson repeats: **do not let months pass while hoping it resolves itself.**

Door one: inside the company. Report to a supervisor (not the harasser), to human resources, or through any hotline or process in the employee handbook. You may report verbally, but a short written report — even an email — creates a dated record. State facts: who, what, when, where, witnesses. Say, in so many words, "I am reporting sexual harassment" — clear words defeat later claims that management thought you were "just venting."

Door two: a government agency. Workers can file a charge or complaint with the state or federal agencies that enforce workplace discrimination law; current filing routes and deadlines can be found through mass.gov and the agencies' official information. Filing with an agency is generally a required early step before a discrimination lawsuit, and agency deadlines are firm — in many situations measured in months, not years — so treat "I should file someday" as an emergency of timing. Agency processes typically involve the complaint being shared with the employer, an investigation or mediation offer, and a determination or permission to proceed in court.

Door three: a lawyer or legal aid. An employment lawyer can tell you which doors fit your facts and in what order, and many first consultations are free. Legal aid organizations help workers who qualify. Bring your documentation file (below) to that first meeting and it will be twice as useful.

What to expect after you report, honestly: the behavior may stop and the matter may resolve — that is the most common good outcome and the reason reporting is worth it. Or the process may be slow, awkward, or disappointing; coworkers may take sides; management may disappoint you. Retaliation, if it happens, should be documented and reported too, because it is separately unlawful. None of this means reporting was a mistake: an unreported problem has no chance of official remedy, and the paper trail you create protects the next worker as well as you.

What NOT to do: do not delete messages or resign in a rage before getting advice — quitting can complicate remedies, and leaving may still be right for you, but make it a *decision with counsel*, not a midnight reflex; do not sign settlement papers, severance agreements, or "confidential resolutions" without understanding them, ideally with a lawyer's review; do not record conversations or take company documents without advice, since rules about recording and company property vary and mistakes can be used against you; and do not miss deadlines because an internal process is "still pending" — internal processes do not pause agency deadlines.

5. Documentation — the skill that changes outcomes

Workplace cases are won and lost on records. Harassers count on everything being your word against theirs. Documentation is how it stops being that.

1. **Keep a contemporaneous log.** For each incident: date, time, place, exactly what was said or done (quote words when you can), who was present, and what you did. Write it the same day. A calm, dated log made at the time carries weight that a reconstruction a year later cannot.
2. **Save the artifacts — lawfully and safely.** Screenshots of messages, emails, notes, schedules showing shift changes. Keep copies somewhere the employer cannot erase — your personal device or a printed file at home — while being careful with genuinely confidential company material; when in doubt, save your own communications and ask a lawyer about the rest.
3. **Put reports in writing and keep proof you sent them.** Email creates timestamps. If you report in a meeting, follow up with a brief email: "Summarizing today's meeting about my harassment report..." — a paper trail of the meeting itself.
4. **Preserve the "before" picture.** Prior good evaluations, awards, schedules, and attendance records rebut the sudden claim that you were "always a problem employee" — a claim that conveniently appears after many reports.
5. **Write down retaliation the same way.** Every changed shift, cut hour, cold review, or exclusion after your report goes into the log with dates. Retaliation cases are

timeline cases; your log is the timeline.

6. **Tell one trusted person outside work.** A contemporaneous account to a friend or family member corroborates timing and costs nothing.

6. Consequences — for harassers, for employers, and the bystander question

For the harasser: workplace discipline up to termination; loss of licenses or clearances in regulated fields; and, if conduct also amounts to a crime (sexual assault, stalking, threats), criminal exposure of the kind Section 1 described, with its collateral consequences. A career built over decades can be ended by conduct the person treated as jokes — a reality worth stating plainly to any worker tempted to minimize their own behavior.

For the employer: agency findings, required remedies, back pay and damages in legal proceedings, public settlements, and the quieter costs of turnover and a workforce that has learned reports change nothing. Employers who investigate promptly and remedy properly are in a far stronger legal position than employers who bury complaints — which is why informed workers, politely citing what a proper process looks like, are often surprisingly effective.

For bystanders and supervisors: if you witness harassment, you can interrupt safely in the moment ("That's enough — let's get back to the delivery list"), check on the targeted worker afterward, and report what you saw through the same channels. Supervisors have a sharper duty: a supervisor who learns of harassment and does nothing can expose the employer — and create exactly the "should have known" notice the law cares about. Passing a report upward is not betrayal of a coworker; it is the job.

Words to know — Section 4

- **Quid pro quo** — harassment where a work benefit or avoiding a work harm is made to depend on sexual cooperation, by someone with power over the job.
- **Hostile work environment** — unwelcome conduct severe or pervasive enough to make the workplace intimidating, hostile, or abusive.
- **Unwelcome** — conduct the worker did not invite and regards as undesirable; the legal standard looks at welcomeness, not the harasser's claimed intent.
- **Retaliation** — punishment of a worker for protected activity such as reporting harassment or filing a complaint; separately unlawful.
- **Notice** — the employer knowing, or being in a position where it should have known, about harassment — the trigger for its duty to act.
- **Investigation** — the employer's prompt, impartial fact-finding after notice: interviews, records, a conclusion, and corrective action if warranted.
- **Charge / complaint (agency)** — the formal filing with a government enforcement agency that starts the official process; subject to firm deadlines.

- **Constructive paper trail** — the dated log, saved messages, written reports, and prior good evaluations that turn a disputed account into a documented timeline.
- **Tangible job action** — a significant change in employment status: firing, demotion, lost promotion, or major reassignment.

Myths vs facts — Section 4

- **Myth:** It is only harassment if the harasser meant it that way or "went too far" physically. **Fact:** Welcomeness and effect define harassment. Repeated sexual comments, images, and messages can create a hostile work environment with no touching at all.
- **Myth:** If I never complained internally, the employer can never be responsible. **Fact:** Responsibility can arise when a supervisor is the harasser, or when the employer knew or should have known — and complaining in writing still matters because it creates notice and starts the duty to act.
- **Myth:** Reporting automatically gets you fired and blacklisted, so silence is safer. **Fact:** Retaliation for reporting is separately unlawful and commonly the strongest claim a worker has. Silence guarantees only one outcome: the behavior continues, with no record and no remedy.
- **Myth:** Human resources works for you personally. **Fact:** HR works for the employer — which is exactly why its legal interest is stopping harassment properly. Use HR, document everything yourself, and get your own advice from a lawyer or legal aid when stakes are high.

Think it through — Section 4

Priya works nights at a distribution center. Her shift lead, Tom, has for two months commented on her body, sent her late-night texts about her photos from a work party, and last week told her "people who cooperate with me get the good overtime — think about it." Priya needs the overtime money, has said "ha, okay" in the moment because she froze, and has told no one. She asks: *"I laughed it off, I need this job, and he's my direct supervisor — do I even have a case worth reporting?"*

Walk it through: (1) Classify the conduct with subsection 1: comments and sexual texts are hostile-environment material, and the overtime comment is textbook quid pro quo — a supervisor linking a work benefit to "cooperation." A supervisor's involvement makes employer responsibility stricter, especially if a tangible job action follows. (2) Address Priya's self-doubts directly: freezing and laughing nervously is a common stress response and does not make conduct welcome; needing the job is precisely why the law restrains people with power over it. (3) Priya's strongest immediate steps cost nothing: start the dated log today, going back as best she can for the two months; save the texts where her employer cannot erase them; and keep her prior good evaluations. (4) Reporting: she should report in writing to HR or a manager above Tom — not to Tom — using the words

"I am reporting sexual harassment," and ask about agency filing promptly because deadlines run regardless of the internal process; a free consultation with an employment lawyer or legal aid can sequence the doors. (5) After reporting, Priya logs everything — if her overtime vanishes or her reviews sour, that timeline is a retaliation claim, and it is documented from day one because she built the record before she needed it.

One more real-life story — Section 4

Walter, a line cook in his fifties, watched a new young cook, Sam, become the target of sexualized "initiation" jokes and phone-photo sharing by two senior staff. Walter was not a supervisor and the jokes were not aimed at him. He did two quiet things: he told Sam, privately, "It's not right, it's not just you noticing it, and I'll say what I saw if you report it," and when Sam did report it, Walter confirmed dates and details to the investigator exactly as he had written them in a note on his phone the first evening it happened. The investigation substantiated the complaint; the two senior staff were disciplined and one was fired, and the kitchen's reporting policy was reissued and actually trained.

Takeaway: Bystanders with dated notes change outcomes. Sam's account stopped being one person's word the moment a witness could say "I saw it too, and here is when" — documentation and one steady ally turned a complaint the company could have minimized into one it had to resolve.

Try this — Section 4

Assemble your workplace documentation starter file. Do it before you ever need it.

- I have a copy of my employer's harassment policy and handbook reporting procedure, kept outside work systems.
- I know two ways to report that do not go through my direct supervisor.
- I have my most recent positive evaluations, schedule, and pay information stored safely at home.
- I have started (or know how to start) a dated incident log: date, time, place, exact words or acts, witnesses, my response.
- I know messages and screenshots should be saved somewhere my employer cannot delete.
- I know official agency complaints have firm deadlines, and that mass.gov and legal aid can point me to current filing information.
- I understand retaliation is separately unlawful, and that post-report changes to my shifts, hours, or reviews belong in the log with dates.

Resources to keep — Section 4

- **RAINN — 1-800-656-4673** — support if harassment involved sexual assault or coercion.
- **988 Suicide & Crisis Lifeline — call or text 988** — support when workplace abuse is crushing your mental health.
- **Crisis Text Line — text HOME to 741741** — quiet, text-based support from anywhere, including a break room.
- **SAMHSA National Helpline — 1-800-662-4357** — if stress from work has become substance use.
- **911** — for workplace violence, stalking, or immediate threats.
- **mass.gov** — for current Massachusetts information on workplace rights, wage rules, and the state agencies that take discrimination and harassment complaints.
- **Legal aid** organizations and employment lawyers — many first consultations are free; bring your documentation file.

What you earned / what's next — Section 4

Section 4 complete (quiz score 80% or higher): You can tell quid pro quo from a hostile work environment, state what a lawful employer response looks like, choose among internal, agency, and legal reporting doors without missing deadlines, and build the dated documentation that turns a disputed account into a record no one can wave away.

Good to know — freezing or laughing does not make it welcome

People respond to harassment in the moment with whatever gets them through it — including freezing, going quiet, or nervous laughter. Those are common stress responses, not agreement. Conduct is welcome only when the person actually invites and desires it; smiling, laughing nervously, freezing, or not objecting out loud does not make sexual conduct welcome, and it never transfers fault to the person who endured it. The legal standard in this section is unwelcomeness, judged by whether the conduct was invited and desired — not by how calmly someone managed to react while it was happening.

Word Search — Section 4

Find the words from this class's Words to know. Words run across, down, or diagonally.

M Q W H Q Q H P G W P A C
J R E T A L I A T I O N S
C U N W E L C O M E M H R
C B P B M Y G M T Y T O I
C Q E Q L B Y S F O A F R
I N A I L Q O B W F F F P
Z D J X V B V J A C O K D
H Z R P D L H Z W C I D Y
K Z K P O N W Q V G T X H
E S L F N O T I C E D S K
I N V E S T I G A T I O N
E V Q U I D P R O Q U O N
J S H G H D Q X L S E E H

Words to find: Quidproquo · Unwelcome · Retaliation · Notice · Investigation

Chapter Test — Section 4

Answer every question. Score 80% or higher to complete this class and earn its certificate. The answers are in the Answer Key at the back of this book — for parents, teachers, and self-checking after you finish.

1. A supervisor tells an employee that people who 'cooperate' with him get the good overtime. Which form of harassment does this most directly describe?

- A. Hostile work environment only
- B. Quid pro quo — a work benefit linked to sexual cooperation by someone with power over the job
- C. Ordinary scheduling management
- D. Workplace teasing

2. Priya froze and laughed nervously when her shift lead made sexual comments, and she needs the job. Does that defeat her complaint?

- A. Yes — laughing means the conduct was welcome
- B. Yes — needing the job means she accepted the conditions
- C. Only if two coworkers also laughed
- D. No — freezing and nervous laughter are common stress responses and do not make conduct welcome; welcomeness is judged by whether she invited and desired the conduct

3. Once an employer knows — or should have known — about possible harassment, what is it generally expected to do?

- A. Wait for courtroom-level proof before doing anything
- B. Investigate promptly and impartially, and if harassment occurred, take action reasonably calculated to stop it and remedy its effects
- C. Transfer the complainant to a worse shift to separate the parties
- D. Ask the harasser whether it happened and accept the answer

4. Three weeks after Mateo files a harassment report, his hours are cut and his first-ever bad evaluation appears. How does this lesson classify that pattern?

- A. Normal management after a complaint
- B. Proof the original complaint was false
- C. A classic retaliation fact pattern — separately unlawful, and it belongs in his dated log
- D. A scheduling coincidence he should ignore

5. Which documentation habit most strengthens a workplace case?

- A. Writing a single long account a year later from memory
- B. Keeping a same-day dated log with exact words, witnesses, and places, plus saved messages kept where the employer cannot erase them
- C. Deleting messages so the workplace stays professional
- D. Telling one coworker verbally and relying on their memory

6. Why does this lesson warn against letting months pass while an internal process is 'still pending'?

- A. Because official agency filing deadlines are firm and keep running regardless of internal processes
- B. Because HR departments close for the summer
- C. Because coworkers will forget the harasser's name
- D. Because internal processes always end in firing

7. A customer repeatedly harasses a cashier. The manager knows and does nothing. Under this lesson, can the employer be responsible?

- A. No — employers are never responsible for customers
- B. Yes — harassment by customers still obligates the employer once the employer has notice and fails to act
- C. Only if the customer is also an employee
- D. Only if the cashier quits

8. In the lesson's story, why did Sam's complaint succeed where many are minimized?

- A. Because Sam threatened to quit publicly
- B. Because Sam was related to the owner
- C. Because Walter, a bystander, confirmed dates and details he had written down at the time — the account stopped being one person's word
- D. Because the harasser confessed on the first day

9. Which advice does this lesson give about signing a quick 'confidential resolution' or severance agreement?

- A. Sign immediately — these offers always expire fairly
- B. Do not sign without understanding it and ideally having a lawyer review it first
- C. Sign but keep a secret copy to void it later
- D. Refuse all settlements in every circumstance

10. A worker says, 'I never complained internally, so my employer can never be responsible.' What does this lesson say?

- A. That is always correct
- B. That is only correct for small employers
- C. Harassment law never looks at notice
- D. Not necessarily — responsibility can arise when a supervisor is the harasser or the employer knew or should have known; a written complaint still matters because it creates notice

Certificate — Section 4

Minister Destiny Testimony Schools

Certificate of Completion — Section 4: Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences

This certifies that

Name (write your name here)

has completed

Minister Destiny Testimony Schools — Adult

Section 4: Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences

Date completed: _____

Presented by **Minister Destiny Marie Morgan**, Minister & Founder

*Congratulations. You know your rights at work, you know what your employer owes you, and you know how to keep the record that makes truth stand up. A worker who knows the rules cannot be quietly pushed around. —
Minister Destiny Marie Morgan*

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My Agenda — Class Tracker

Everything in this agenda is yours to write in. It stays in your book — nothing is collected.

Step	Done	Date	Score	Grade
Week 1 — Study the lesson				
Week 2 — Study + Words to know				
Week 3 — Stories + Try-this activity				
Week 4 — Chapter test (pass at 80% or higher)				

Letter grades: A 90–100 · B 80–89 · C 70–79 · D 60–69 · F below 60.

My goals for this class

Write the goals you are working toward in this class — and for yourself.

My Weekly Planner

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

Notes

Resources to Keep

This class's resources, in one place. Keep this page.

- RAINN — 1-800-656-4673 — support if harassment involved sexual assault or coercion.
- 988 Suicide & Crisis Lifeline — call or text 988 — support when workplace abuse is crushing your mental health.
- Crisis Text Line — text HOME to 741741 — quiet, text-based support from anywhere, including a break room.
- SAMHSA National Helpline — 1-800-662-4357 — if stress from work has become substance use.
- 911 — for workplace violence, stalking, or immediate threats.
- mass.gov — for current Massachusetts information on workplace rights, wage rules, and the state agencies that take discrimination and harassment complaints.
- Legal aid organizations and employment lawyers — many first consultations are free; bring your documentation file.

Answer Key

For parents, teachers, and self-checking after you finish the chapter test.

Section 4 Test — Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences

1. Quid pro quo — a work benefit linked to sexual cooperation by someone with power over the job
2. No — freezing and nervous laughter are common stress responses and do not make conduct welcome; welcomeness is judged by whether she invited and desired the conduct
3. Investigate promptly and impartially, and if harassment occurred, take action reasonably calculated to stop it and remedy its effects
4. A classic retaliation fact pattern — separately unlawful, and it belongs in his dated log
5. Keeping a same-day dated log with exact words, witnesses, and places, plus saved messages kept where the employer cannot erase them
6. Because official agency filing deadlines are firm and keep running regardless of internal processes
7. Yes — harassment by customers still obligates the employer once the employer has notice and fails to act
8. Because Walter, a bystander, confirmed dates and details he had written down at the time — the account stopped being one person's word
9. Do not sign without understanding it and ideally having a lawyer review it first
10. Not necessarily — responsibility can arise when a supervisor is the harasser or the employer knew or should have known; a written complaint still matters because it creates notice

Sources & Credits

The lessons in this book were written for Minister Destiny Testimony Schools from public sources — official websites, public health and safety organizations, help lines, and the law itself. The sources each chapter was built from, and the help resources it points you to, are listed under that chapter's name, with credit, so you can check anything in this book and keep learning. Court opinions and laws are public documents that belong to everyone. Everything here is retold in the school's own plain words — nothing in this book is copied from anyone else's book.

Section 4 — Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences

- RAINN — 1-800-656-4673 — support if harassment involved sexual assault or coercion.
- 988 Suicide & Crisis Lifeline — call or text 988 — support when workplace abuse is crushing your mental health.
- Crisis Text Line — text HOME to 741741 — quiet, text-based support from anywhere, including a break room.
- SAMHSA National Helpline — 1-800-662-4357 — if stress from work has become substance use.
- 911 — for workplace violence, stalking, or immediate threats.
- mass.gov — for current Massachusetts information on workplace rights, wage rules, and the state agencies that take discrimination and harassment complaints.
- Legal aid organizations and employment lawyers — many first consultations are free; bring your documentation file.
- Wage and hour basics — in general, employers must pay at least the applicable minimum wage, pay for hours worked, follow overtime rules for many roles, and may not fix violations by docking pay informally. Massachusetts workers can find current wage information through mass.gov.
- I know official agency complaints have firm deadlines, and that mass.gov and legal aid can point me to current filing information.
- Help lines: National Domestic Violence Hotline 1-800-799-7233 · 988 Suicide & Crisis Lifeline (call/text 988) · Childhelp 1-800-422-4453.

The school itself is free: every class in this book, with its test and certificate, is free online at destinymorganbooks.com.

About the Author

Minister Destiny Marie Morgan is an ordained Muslim minister. She was ordained on May 15, 2025, through the Universal Life Church, and she is registered clergy in Massachusetts.

Her ministry is advocacy — standing up to injustice and helping people, locally and internationally.

She is the founder of Minister Destiny Testimony Schools, a free school. She built it so people can learn for free what cost her years to learn — people who may not have jobs, good credit, or loans, and who deserve real knowledge anyway. Every class is free online, for every age, with no sign-up and nothing collected.

She is also the author of two testimony series — Chronicles of Destiny Morgan and The Chronicle Trials — her own story, in her own words. Those books are her testimony; these school books are her teaching.

Follow her Amazon Author Page to find every new book as it comes out.

The school is free online at destinymorganbooks.com.

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From Minister Destiny

You finished this book — but the learning does not stop here. Keep your resources close, keep asking questions, and use what you now know to help the people around you. If this book helped you, pass it to someone who needs it. I built this school for you, and I am proud of you for showing up for yourself. — Minister Destiny Marie Morgan

Minister Destiny Testimony Schools — Adult
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