

Minister Destiny Testimony Schools

FINAL EXAM

Adult — Sections 4–6

Quarter 2

Minister Destiny Marie Morgan

Minister & Founder

Name (for your own records): _____

Date: _____

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: Final Exam — Sections 4–6.

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.

Directions

This is a formal exam. It covers the three classes of this quarter (Sections 4–6) in Minister Destiny Testimony Schools — Adult. Every question comes from those classes — the lessons, the Words to know, and the stories you studied.

The exam has TWO SESSIONS. Session 1 has 25 multiple-choice questions and 3 written answers. Session 2 has 25 multiple-choice questions and 4 written answers including one longer written response.

Materials: this book, a pencil, and a quiet place. Take the exam without the class books first — it shows what you truly learned. You may take a break between sessions.

Answer every question. For multiple choice, pick the ONE best answer and mark it on the Answer Sheet at the back of this book (fill in the circle) or circle it here. For written answers, write in the lines given; say what you would do and why, in your own words, using what the classes taught.

Scoring: multiple-choice questions are worth 1 point each (50 points). Written answers are scored with the guide at the back of this book (34 points). Total: 84 points. Score 68 points or more (80%) to pass this final exam and earn the quarterly certificate.

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.

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What This Exam Covers

This final exam covers the three classes of Quarter 2:

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

Main things studied: What sexual harassment is, in plain terms · Other workplace mistreatment the law also reaches · What your employer must do · How to report — inside, outside, and in what order · Documentation — the skill that changes outcomes · Consequences — for harassers, for employers, and the bystander question

Section 5: Parenting Skills and Training: Positive Discipline, Supervision, Communication, and Routines That Work

Main things studied: The mindset: discipline means teaching · Positive discipline, tool by tool · Supervision — the quiet work that prevents almost everything · Communication — talking so children can hear, listening so they will talk · Routines — the invisible structure children lean on

Section 6: Parenting Under Stress: Anger, Substance Use, Mental Health, and Asking for Help Before Crisis

Main things studied: Stress, the body, and why good parents snap · Anger — the ten minutes that decide everything · Substance use and parenting — the honest picture · Mental health — yours is part of the child's environment · Asking for help — the skill, practiced step by step · The family stress plan — putting the section on one page

School ranks: Freshman (Year 1 in progress) Sophomore (Year 1 complete) Junior (Year 2 complete) Senior (Year 3 complete) Graduate (Year 4 complete). A year counts as complete only when all of its classes and all of its final exams are passed at 80% or higher.

Review — Key Words From This Quarter

Read these before the exam. They are the Words to know from this quarter's classes.

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

- 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.

Section 5: Parenting Skills and Training: Positive Discipline, Supervision, Communication, and Routines That Work

- Discipline — teaching that builds a child's understanding and self-control; distinct from punishment, which relies on suffering or fear.
- Positive reinforcement — noticing and praising the specific behavior you want repeated, at the moment it happens.
- Related consequence — a consequence logically connected to the behavior, so it teaches the rule (a thrown toy is put away).
- Natural consequence — the safe, un-engineered result of a child's choice, allowed to teach (feeling chilly after refusing a coat).
- Time-in — a calming break taken near a trusted adult to settle a child's nervous system, followed by reconnection and teaching.
- Repair — the child's action to fix harm done: apologizing, cleaning, returning, or helping the person affected.

- Graduated independence — freedom granted in steps, each matched to judgment the child has already demonstrated.
- Transition warning — advance notice before an activity changes, which prevents most young-child "defiance."
- Co-regulation — an adult's calm presence helping a child's unsettled system settle; the pathway by which children eventually learn self-regulation.

Section 6: Parenting Under Stress: Anger, Substance Use, Mental Health, and Asking for Help Before Crisis

- Escalation ladder — your personal sequence of physical and mental signs as stress builds toward loss of control; the early rungs are where exits work.
- Relief valve — a pre-arranged source of respite — a person, program, or routine — that lowers caregiving load before it becomes dangerous.
- Co-occurring — when substance use and a mental-health condition exist together, each worsening the other; treatment works best when both are addressed.
- Medication-assisted treatment — the use of prescribed medication, with counseling, to treat substance-use disorders; a standard, effective form of care.
- Relapse plan — a written, advance plan for what happens in the first hours of a return to use: who takes the children, who is called, what happens next.
- Postpartum depression / anxiety — mood and anxiety conditions arising in the first year after a child's arrival, affecting any parent, treatable, and dangerous mainly when hidden.
- Respite care — short-term care of a child by another safe person or program so a caregiver can rest, attend treatment, or recover capacity.
- Voluntary services — help a family seeks on its own initiative, as clients — distinct from services ordered within an investigation or court case.
- 988 — the Suicide & Crisis Lifeline number (call or text) for mental-health crisis support, for yourself or about someone else.

Session 1

Minister Destiny Testimony Schools — Adult

Multiple choice — questions 1–25. Then written answers W1–W3.

1. Repeated sexual comments, displayed sexual images, and unwanted touching make a workplace intimidating and abusive. This pattern is called a:

- A. Quid pro quo only
- B. Tangible job action
- C. Hostile work environment
- D. Constructive paper trail

2. Why can a single quid pro quo incident be enough to count as harassment?

- A. Because the abuse of power over the job is itself the violation
- B. Because any single joke is harassment
- C. Because supervisors are never believed
- D. Because one incident always ends a career

3. A harasser says, 'It was only a joke, I meant nothing by it.' What test does this lesson apply?

- A. The harasser's intent decides the question
- B. Whether coworkers laughed
- C. Whether it happened more than once in public
- D. Welcomeness and the nature and effect of the conduct — not the claimed intent

4. Which of these is a tangible job action?

- A. A rude comment at lunch
- B. Being fired, demoted, or losing a promotion
- C. A coworker arriving late
- D. A schedule posted a day late

5. In workplace law as taught here, 'notice' means:

- A. A warning letter from a landlord
- B. A worker giving two weeks' notice
- C. The employer knowing, or being in a position where it should have known, about harassment — the trigger for its duty to act
- D. A court date notice

6. After notice of possible harassment, a proper investigation is:

- A. Prompt and impartial, with interviews, records, a conclusion, and corrective action if warranted
- B. Delayed until the workers forget about it
- C. Run by the person accused of harassment
- D. Kept entirely verbal so there is no record

7. Which is part of what an employer must do to prevent harassment?

- A. Wait for a lawsuit before writing a policy
- B. Tell workers to handle problems themselves
- C. Keep the policy secret from new hires
- D. Maintain a clear policy that defines harassment and names how to report it, and actually communicate it to workers

8. Why should a workplace offer more than one path for reporting harassment?

- A. So reports can be lost more easily
- B. Because a system that forces a worker to report only to the harasser gives that worker no real path
- C. To make the process slower
- D. So HR can choose which reports to read

9. Which words in a written report best protect the reporter later?

- A. 'Something uncomfortable happened.'
- B. 'No rush, whenever you get to it.'
- C. 'I am reporting sexual harassment,' with who, what, when, where, and witnesses
- D. Nothing in writing is ever useful

10. Filing a charge with a government enforcement agency is generally:

- A. A required early step before a discrimination lawsuit, and subject to firm deadlines
- B. Never allowed until a worker is fired
- C. Only for supervisors
- D. A substitute for keeping any documentation

11. Which action does this lesson warn against after harassment at work?

- A. Writing a same-day log
- B. Saving screenshots in a safe place
- C. Asking a lawyer for a first consultation
- D. Deleting messages, or resigning in a rage before getting advice

12. When should an entry in a harassment log be written to carry the most weight?

- A. A year later, from memory
- B. The same day, with the date, exact words, place, and who was present
- C. Only after the investigation ends
- D. Only if a lawyer asks for it

13. Where should a worker keep saved copies of harassing messages?

- A. Only on the work computer, where the employer controls them
- B. Nowhere — copies make things worse
- C. In a safe place the employer cannot erase
- D. Only in a coworker's locker

14. A worker is punished for filing a harassment complaint. That punishment is called retaliation, and it is:

- A. Separately unlawful, apart from the harassment itself
- B. A normal management tool
- C. Only a problem if the worker is fired
- D. Legal if it happens months later

15. Two coworkers harass a third, and their supervisor sees it repeatedly and does nothing. What does this create for the employer?

- A. No responsibility, because they are coworkers
- B. An automatic promotion case
- C. A reason to punish the targeted worker
- D. Notice — the employer knew or should have known, and its duty to act was triggered

16. A bystander sees a coworker being harassed. Which response fits this lesson?

- A. Join in so you are not targeted next
- B. Interrupt safely in the moment, check on the targeted worker afterward, and report what you saw
- C. Record it and post it online
- D. Say nothing and hope it stops

17. What can happen to a harasser, beyond workplace discipline?

- A. Nothing outside of work, ever
- B. A guaranteed transfer to a better job
- C. Loss of licenses or clearances, and criminal exposure if the conduct is also a crime such as assault or stalking

D. Automatic sealing of any record

18. Positive reinforcement, as taught here, means:

- A. Noticing and praising the specific behavior you want repeated, at the moment it happens
- B. Praising everything a child does, all day
- C. Giving a reward only at the end of the month
- D. Ignoring all good behavior so a child stays humble

19. A child rides a bike without a helmet, so the bike waits until helmet use is the habit. This consequence teaches because it is:

- A. Unrelated, to show who is in charge
- B. The longest punishment available
- C. A natural consequence
- D. Related to the behavior, so it teaches the rule itself

20. Despite a reminder, a child leaves his raincoat at home for a drizzly, safe walk from the bus and arrives damp and annoyed. His parent lets the discomfort stand as the lesson, without rescuing or scolding. What kind of consequence just taught him?

- A. A related consequence
- B. A natural consequence
- C. A time-in
- D. Positive reinforcement

21. In a time-in, a young child takes a calming break:

- A. Alone behind a locked door
- B. Only after apologizing perfectly
- C. Near a trusted adult, followed by reconnection and teaching
- D. With no adult involved at all

22. After a child knocks over a sibling's tower on purpose, 'repair' would mean the child:

- A. Helps rebuild, apologizes, or helps the person affected
- B. Sits in silence for an hour
- C. Loses all toys for a month
- D. Writes an essay about towers

23. Graduated independence means freedom is granted:

- A. All at once on a child's birthday

- B. Only after a child never makes a mistake
- C. By older siblings, not parents
- D. In steps, each matched to judgment the child has already demonstrated

24. A parent says, 'Five minutes until we leave the park; two minutes; time.' This is an example of a:

- A. Threat
- B. Transition warning
- C. Natural consequence
- D. Time-in

25. Co-regulation describes how:

- A. Two children calm each other without adults
- B. A routine runs itself
- C. An adult's calm presence helps a child's unsettled system settle, which is how self-regulation is learned
- D. A child regulates a parent's mood

Session 1 — Written Answers

Written Answer W1 — 4 points

A cashier's supervisor keeps making sexual comments about her body in front of customers. She laughed nervously the first time and is afraid speaking up makes her look like she welcomed it. Explain what you would tell her about welcomeness, and what first steps she should take.

Written Answer W2 — 4 points

A parent's only discipline tools are yelling, threats of a cancelled birthday, and taking away unrelated privileges for a month. Explain what you would teach this parent to use instead, and why it works better.

Written Answer W3 — 4 points

A night-shift parent is sleeping in fragments, snapping daily, and says, 'Nothing has happened yet, so I don't need help.' Explain how you would answer, using the escalation ladder.

STOP

End of Session 1.

If you finish early, you may check your work in Session 1 only. Do not go on to Session 2 until your break is over.

Session 2

Minister Destiny Testimony Schools — Adult

Multiple choice — questions 26–50. Then written answers W4–W7.

26. What does 'connection before correction' mean in practice?

- A. A child who feels securely connected can hear correction; warmth is the channel discipline travels through
- B. Never correct a child you love
- C. Correction should always come from another adult
- D. Children must earn connection by behaving

27. Which way of stating a rule lands better with a young child, and why?

- A. 'Stop running,' because prohibitions are clearer
- B. 'Behave,' because it covers everything
- C. No words — only consequences teach
- D. 'Walk inside,' because it gives the child a picture of the right action to follow

28. A parent offers, 'Homework before or after your snack?' What makes this a good limited choice?

- A. One option is a trick the child must avoid
- B. Both options are genuinely acceptable to the parent, and the child gets real control over a small thing
- C. The child can refuse both options
- D. It removes the parent's boundary entirely

29. Why does this lesson say to retire threats you will not carry out?

- A. They are too complicated for children
- B. Children enjoy them too much
- C. They devalue every future word a parent says
- D. They work too well and feel unfair

30. Which safety practice belongs to supervising babies and toddlers?

- A. Safe sleep on the back in an empty crib, medicines locked away, and constant watch near any water
- B. Sleeping face-down with soft blankets
- C. Being left alone with a pet for short naps
- D. Playing alone near a bathtub

31. What does 'know your child's people' ask of a parent?

- A. Memorize every classmate's address
- B. Let children choose all adults in their lives alone
- C. Only know people who live on the same street
- D. Meet the friends and, where possible, their parents, and know the coaches, sitters, and relatives a child spends time with

32. A parent says, 'You're mad because the tower fell. It's okay to be mad. It's not okay to throw the blocks.' What is being taught?

- A. Feelings are never allowed
- B. The feeling is always allowed; the behavior has limits — naming feelings separates the two
- C. Blocks should be removed from the home
- D. Anger must be hidden from adults

33. Which routine does this lesson call the highest-value routine in the house?

- A. The morning routine
- B. The homework routine
- C. The bedtime routine — a consistent wind-down at a consistent time, with screens ending well before bed
- D. The weekend routine

34. A father's jaw clenches and one thought — 'nobody listens to me' — shows up right before his voice rises. He now uses those two signals as his cue to put the baby safely in the crib and step out of the room. In this lesson's language, what has he learned to use?

- A. The early rungs of his own escalation ladder, where an exit still works
- B. His relief valve
- C. A written relapse plan
- D. A co-occurring condition

35. A pre-arranged person, program, or routine that lowers a caregiving load before it becomes dangerous is called a:

- A. Relapse plan
- B. Service plan
- C. Time-in
- D. Relief valve

36. 'Co-occurring' means substance use and a mental-health condition:

- A. Never happen in the same person
- B. Exist together, each worsening the other — and treatment works best when both are addressed
- C. Must be treated years apart
- D. Are the same condition with two names

37. Medication-assisted treatment is:

- A. An unproven experiment
- B. Something to hide from treatment providers
- C. The use of prescribed medication, with counseling, to treat substance-use disorders — a standard, effective form of care
- D. Only for people in residential programs

38. A written relapse plan, made in advance, covers what happens in the first hours of a return to use, including:

- A. Who takes the children, who is called, and what happens next
- B. How to hide the relapse from everyone
- C. A list of excuses for missing work
- D. Nothing about children

39. Which statement about postpartum depression and anxiety is correct here?

- A. They only affect mothers in the first week
- B. They are a normal mood that needs no attention
- C. They prove a parent does not love the baby
- D. They can arise in the first year after a child's arrival, can affect any parent, are treatable, and are dangerous mainly when hidden

40. Respite care means:

- A. A child being removed by an agency
- B. Short-term care of a child by another safe person or program so a caregiver can rest, attend treatment, or recover capacity
- C. A parent leaving without telling anyone
- D. A punishment for overwhelmed parents

41. Voluntary services are different from services in an investigation or court case because voluntary services are:

- A. More expensive in every case
- B. Only available after a removal
- C. Help a family seeks on its own initiative, as clients

D. Ordered by a judge

42. A parent in a mental-health crisis who cannot speak out loud at home can get support by:

- A. Texting HOME to 741741 for the Crisis Text Line, or calling or texting 988
- B. Waiting silently until morning
- C. Posting the crisis on a public page
- D. Calling a child's school

43. Under heavy, lasting load, what does this lesson say happens in the brain?

- A. Patience grows automatically
- B. Nothing changes; stress is only an attitude
- C. Willpower becomes stronger than ever
- D. It shifts into threat mode — patience narrows and small problems register as defiance

44. Why does the lesson call willpower the weakest tool for the hottest moments?

- A. Willpower does not exist
- B. The hot moment is exactly when willpower is offline, so planned exits and supports must carry the moment
- C. Parents should never try to control anger
- D. Planning is a form of giving up

45. Which safety rule for angry moments does this lesson state plainly?

- A. Finish the discipline, then calm down
- B. Hold the baby tighter until the feeling passes
- C. Never discipline while driving or holding anything dangerous
- D. Drive somewhere alone with the children to cool off

46. Why does an impaired caregiver endanger a child even if nothing has happened yet?

- A. An impaired parent cannot supervise to standard or respond to a child's emergency, and may not remember an evening the child will remember
- B. Children can always tell and will call for help themselves
- C. Only driving matters; home supervision does not
- D. Impairment at home is private and has no effect

47. A parent's anxiety shows up as hypervigilance — no sleep, and a child kept from every ordinary risk. How does this lesson treat that picture?

- A. As proof of excellent parenting
- B. As neglect that must be reported in every case
- C. As something children are not affected by
- D. As a way mental-health strain can run a household — a health matter to treat, not a character verdict

48. What should a parent build before a crisis, so help can actually be reached at 11 p.m.?

- A. A list of reasons not to bother anyone
- B. A one-page list: relief adults asked in advance, the children's doctor, their own doctor or therapist, and the crisis lines
- C. A savings account only
- D. A letter explaining the crisis afterward

49. Which set of contacts matches the right kind of crisis in this lesson?

- A. Poison Control for a mental-health crisis, 911 for parenting questions
- B. A landlord for treatment referrals, a licensing board for crisis support
- C. 988 for mental-health crisis, SAMHSA 1-800-662-4357 for substance-use treatment, Childhelp 1-800-422-4453 for parenting support
- D. Any number works for any crisis

50. A parent is frightening their children regularly and has had a physical incident. What does this lesson direct?

- A. Escalate the response, not the self-blame — outside structure such as a doctor, therapist, or anger-management or parenting program
- B. More self-blame, handled privately
- C. Wait a year to see if it improves
- D. Ask the children to behave better

Session 2 — Written Answers

Written Answer W4 — 4 points

Three weeks after a worker files a harassment report, his hours are cut and he receives his first-ever bad evaluation. Explain what this pattern is called, why it matters legally, and what he should do with it.

Written Answer W5 — 4 points

Bedtime in a home with a 5-year-old takes two hours of battles every night, and mornings are chaos. Explain the routine changes you would build, and what to expect in the first days.

Written Answer W6 — 4 points

A parent in early recovery from substance use asks you to help make a plan for the night an urge hits hard. Explain what the written plan should contain.

Written Answer W7 — 10 points

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slight shadow on its right side, suggesting it's resting on a surface.

Answer Sheet — Multiple Choice

Fill in ONE circle for each question. This sheet is your official answer record.

- | | | | |
|---|---|---|---|
| 1. ☐ A ☐ B ☐ C ☐ D | 16. ☐ A ☐ B ☐ C ☐ D | 31. ☐ A ☐ B ☐ C ☐ D | 46. ☐ A ☐ B ☐ C ☐ D |
| 2. ☐ A ☐ B ☐ C ☐ D | 17. ☐ A ☐ B ☐ C ☐ D | 32. ☐ A ☐ B ☐ C ☐ D | 47. ☐ A ☐ B ☐ C ☐ D |
| 3. ☐ A ☐ B ☐ C ☐ D | 18. ☐ A ☐ B ☐ C ☐ D | 33. ☐ A ☐ B ☐ C ☐ D | 48. ☐ A ☐ B ☐ C ☐ D |
| 4. ☐ A ☐ B ☐ C ☐ D | 19. ☐ A ☐ B ☐ C ☐ D | 34. ☐ A ☐ B ☐ C ☐ D | 49. ☐ A ☐ B ☐ C ☐ D |
| 5. ☐ A ☐ B ☐ C ☐ D | 20. ☐ A ☐ B ☐ C ☐ D | 35. ☐ A ☐ B ☐ C ☐ D | 50. ☐ A ☐ B ☐ C ☐ D |
| 6. ☐ A ☐ B ☐ C ☐ D | 21. ☐ A ☐ B ☐ C ☐ D | 36. ☐ A ☐ B ☐ C ☐ D | |
| 7. ☐ A ☐ B ☐ C ☐ D | 22. ☐ A ☐ B ☐ C ☐ D | 37. ☐ A ☐ B ☐ C ☐ D | |
| 8. ☐ A ☐ B ☐ C ☐ D | 23. ☐ A ☐ B ☐ C ☐ D | 38. ☐ A ☐ B ☐ C ☐ D | |
| 9. ☐ A ☐ B ☐ C ☐ D | 24. ☐ A ☐ B ☐ C ☐ D | 39. ☐ A ☐ B ☐ C ☐ D | |
| 10. ☐ A ☐ B ☐ C ☐ D | 25. ☐ A ☐ B ☐ C ☐ D | 40. ☐ A ☐ B ☐ C ☐ D | |
| 11. ☐ A ☐ B ☐ C ☐ D | 26. ☐ A ☐ B ☐ C ☐ D | 41. ☐ A ☐ B ☐ C ☐ D | |
| 12. ☐ A ☐ B ☐ C ☐ D | 27. ☐ A ☐ B ☐ C ☐ D | 42. ☐ A ☐ B ☐ C ☐ D | |
| 13. ☐ A ☐ B ☐ C ☐ D | 28. ☐ A ☐ B ☐ C ☐ D | 43. ☐ A ☐ B ☐ C ☐ D | |
| 14. ☐ A ☐ B ☐ C ☐ D | 29. ☐ A ☐ B ☐ C ☐ D | 44. ☐ A ☐ B ☐ C ☐ D | |
| 15. ☐ A ☐ B ☐ C ☐ D | 30. ☐ A ☐ B ☐ C ☐ D | 45. ☐ A ☐ B ☐ C ☐ D | |

Quarterly Progress Summary

Fill this in when the exam is scored. Letter grades: A 90–100 · B 80–89 · C 70–79 · D 60–69 · F below 60. Passing the final exam is 80% of total points or higher.

Class	Test score	Grade
Section 4: Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences		
Section 5: Parenting Skills and Training: Positive Discipline, Supervision, Communication, and Routines That Work		
Section 6: Parenting Under Stress: Anger, Substance Use, Mental Health, and Asking for Help Before Crisis		
Final Exam — Sections 4–6 (total 84 points)		
Running course average		

One thing I learned this quarter:

Rank: _____

School ranks: Freshman (Year 1 in progress) Sophomore (Year 1 complete) Junior (Year 2 complete) Senior (Year 3 complete) Graduate (Year 4 complete). A year counts as complete only when all of its classes and all of its final exams are passed at 80% or higher.

Quarterly Certificate — Quarter 2

Minister Destiny Testimony Schools

Certificate of Completion — Quarter 2: Workplace Rights: Sexual Harassment, How to Report It, What Employers Must Do, and the Consequences · Parenting Skills and Training: Positive Discipline, Supervision, Communication, and Routines That Work · Parenting Under Stress: Anger, Substance Use, Mental Health, and Asking for Help Before Crisis

This certifies that

Name (write your name here)

has passed the Final Exam for

Minister Destiny Testimony Schools — Adult

Quarter 2 — Sections 4–6

Date completed: _____

Rank: _____

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

Congratulations. You passed the Quarter 2 final exam — you studied all three classes and proved it. Keep going. — Minister Destiny Marie Morgan

Educational completion certificate only — not a state license, POST certification, or government credential.

Minister Destiny Testimony Schools — Adult

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Answer Key and Scoring Guide

For parents, teachers, and self-checking after the exam is finished. Do not look before you take the exam.

Multiple Choice — Answer Key

Session 1 (questions 1–25):

1. Hostile work environment
2. Because the abuse of power over the job is itself the violation
3. Welcomeness and the nature and effect of the conduct — not the claimed intent
4. Being fired, demoted, or losing a promotion
5. The employer knowing, or being in a position where it should have known, about harassment — the trigger for its duty to act
6. Prompt and impartial, with interviews, records, a conclusion, and corrective action if warranted
7. Maintain a clear policy that defines harassment and names how to report it, and actually communicate it to workers
8. Because a system that forces a worker to report only to the harasser gives that worker no real path
9. 'I am reporting sexual harassment,' with who, what, when, where, and witnesses
10. A required early step before a discrimination lawsuit, and subject to firm deadlines
11. Deleting messages, or resigning in a rage before getting advice
12. The same day, with the date, exact words, place, and who was present
13. In a safe place the employer cannot erase
14. Separately unlawful, apart from the harassment itself
15. Notice — the employer knew or should have known, and its duty to act was triggered
16. Interrupt safely in the moment, check on the targeted worker afterward, and report what you saw
17. Loss of licenses or clearances, and criminal exposure if the conduct is also a crime such as assault or stalking
18. Noticing and praising the specific behavior you want repeated, at the moment it happens
19. Related to the behavior, so it teaches the rule itself
20. A natural consequence
21. Near a trusted adult, followed by reconnection and teaching

- 22. Helps rebuild, apologizes, or helps the person affected
- 23. In steps, each matched to judgment the child has already demonstrated
- 24. Transition warning
- 25. An adult's calm presence helps a child's unsettled system settle, which is how self-regulation is learned

Session 2 (questions 26–50):

- 26. A child who feels securely connected can hear correction; warmth is the channel discipline travels through
- 27. 'Walk inside,' because it gives the child a picture of the right action to follow
- 28. Both options are genuinely acceptable to the parent, and the child gets real control over a small thing
- 29. They devalue every future word a parent says
- 30. Safe sleep on the back in an empty crib, medicines locked away, and constant watch near any water
- 31. Meet the friends and, where possible, their parents, and know the coaches, sitters, and relatives a child spends time with
- 32. The feeling is always allowed; the behavior has limits — naming feelings separates the two
- 33. The bedtime routine — a consistent wind-down at a consistent time, with screens ending well before bed
- 34. The early rungs of his own escalation ladder, where an exit still works
- 35. Relief valve
- 36. Exist together, each worsening the other — and treatment works best when both are addressed
- 37. The use of prescribed medication, with counseling, to treat substance-use disorders — a standard, effective form of care
- 38. Who takes the children, who is called, and what happens next
- 39. They can arise in the first year after a child's arrival, can affect any parent, are treatable, and are dangerous mainly when hidden
- 40. Short-term care of a child by another safe person or program so a caregiver can rest, attend treatment, or recover capacity
- 41. Help a family seeks on its own initiative, as clients
- 42. Texting HOME to 741741 for the Crisis Text Line, or calling or texting 988
- 43. It shifts into threat mode — patience narrows and small problems register as defiance

44. The hot moment is exactly when willpower is offline, so planned exits and supports must carry the moment
45. Never discipline while driving or holding anything dangerous
46. An impaired parent cannot supervise to standard or respond to a child's emergency, and may not remember an evening the child will remember
47. As a way mental-health strain can run a household — a health matter to treat, not a character verdict
48. A one-page list: relief adults asked in advance, the children's doctor, their own doctor or therapist, and the crisis lines
49. 988 for mental-health crisis, SAMHSA 1-800-662-4357 for substance-use treatment, Childhelp 1-800-422-4453 for parenting support
50. Escalate the response, not the self-blame — outside structure such as a doctor, therapist, or anger-management or parenting program

Written Answers — Scoring Guide

Score each written answer with its guide. Give the points for each part of a complete answer that is present and correct; answers do not have to use the lesson's exact words.

W1 — 4 points. A cashier's supervisor keeps making sexual comments about her body in front of customers. She laughed nervousl...

A complete answer includes:

- Harassment turns on welcomeness and effect, not the harasser's intent or claimed joking
- Freezing or nervous laughter are common stress responses and do not make conduct welcome
- Report in writing where possible, using clear words such as 'I am reporting sexual harassment,' with who, what, when, where, and witnesses
- Start a same-day dated log and keep saved messages in a place the employer cannot erase

W2 — 4 points. A parent's only discipline tools are yelling, threats of a cancelled birthday, and taking away unrelated privi...

A complete answer includes:

- Discipline means teaching understanding and self-control; punishment works through suffering or fear and teaches avoidance of the adult
- Catch the good: specific praise for the wanted behavior at the moment it happens
- Use related consequences that teach the rule, and safe natural consequences where the result is not injury, danger, or humiliation

- Add repair — the child fixes what can be fixed — and hold consequences calmly and consistently

W3 — 4 points. A night-shift parent is sleeping in fragments, snapping daily, and says, 'Nothing has happened yet, so I don't...

A complete answer includes:

- Snapping under load is information about load and capacity, not an identity or a love measurement
- Learning the first rungs of one's own escalation ladder allows an exit before the top
- Nothing having happened yet is exactly the early window when help is simplest and most private
- Concrete steps: safe place for the child and stepping away in the moment, relief adults or respite, and prompt help such as a doctor or 988 when signs persist

W4 — 4 points. Three weeks after a worker files a harassment report, his hours are cut and he receives his first-ever bad eva...

A complete answer includes:

- The pattern fits retaliation — punishment for protected activity such as reporting harassment
- Retaliation is separately unlawful, apart from the original harassment
- He should log it in the same dated record with dates, witnesses, and prior good evaluations as comparison
- Agency filing deadlines are firm and keep running, so he should not let months pass while an internal process stays pending

W5 — 4 points. Bedtime in a home with a 5-year-old takes two hours of battles every night, and mornings are chaos. Explain th...

A complete answer includes:

- Build a consistent bedtime wind-down — bath, teeth, book, lights — at a consistent time, with screens ending well before bed
- Prepare the morning the night before: clothes out and bag by the door, with a posted routine built with the child where age allows
- Sleep drives next-day behavior, school performance, and parental patience, so the routine is a discipline intervention
- Expect testing at first, especially at bedtime; hold the routine kindly and firmly until predictability itself settles the child

W6 — 4 points. A parent in early recovery from substance use asks you to help make a plan for the night an urge hits hard. Ex...

A complete answer includes:

- A relapse plan is written in advance, in a calm hour, for the first hours of a return to use or a strong urge
- It names who takes the children so caregiving and impairment never mix
- It names who is called — sponsor, treatment contacts, and lines such as SAMHSA 1-800-662-4357
- Support and treatment come first: asking for help is a protective factor, not something to do only after becoming stable alone

W7 — 10 points. A single parent works in a warehouse. Her shift lead has made repeated sexual comments for months, and since s...

A complete answer includes:

- Workplace conduct is unwelcome sexual conduct severe or pervasive enough to create a hostile work environment; welcomeness, not the lead's intent, is the test
- The written report created notice, which triggers the employer's duty to investigate promptly and impartially and to stop the conduct if it occurred
- The cut shifts after the report fit retaliation, which is separately unlawful and belongs in her dated log
- Documentation: same-day dated log with exact words, witnesses, and places, saved messages kept where the employer cannot erase them, and prior good evaluations kept as a paper trail
- Official doors and deadlines: an agency charge is generally a required early step before a lawsuit and deadlines are firm, so she must not wait on the internal process; a lawyer or legal aid first consultation can guide the order
- Home structure: a posted evening routine — snack and decompression, homework in the same slot, a protected bedtime routine — so the child's evenings stop ambushing her
- Positive discipline at home: connection before correction, specific praise, related consequences and repair, instead of screaming that she then regrets
- Her own stress: name her escalation ladder's early signs, use a safe exit in the moment, line up relief or respite in advance, and treat prompt help (doctor, counselor, or 988) as maintenance on the environment her child lives in

Total score: multiple choice 50 + written 34 = 84 points. Passing is 68 points or more (80%).

Sources & Credits

Every question in this exam was written from this quarter's classes of Minister Destiny Testimony Schools. Those classes were written from public sources — official websites, public health and safety organizations, help lines, and the law itself. The sources each class was built from, and the help resources it points you to, are listed under that class's name, with credit, so you can check anything 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.

Section 5: Parenting Skills and Training: Positive Discipline, Supervision, Communication, and Routines That Work

- Childhelp — 1-800-422-4453 — parenting support and guidance, not only for crises.
- Poison Control — 1-800-222-1222 — the supervision essential; save it before you need it.

- 988 Suicide & Crisis Lifeline — call or text 988 — when parenting stress becomes a mental-health crisis for you.
- Crisis Text Line — text HOME to 741741 — quiet support during the hard hours.
- SAMHSA National Helpline — 1-800-662-4357 — if substance use is part of your parenting strain (Section 6 goes deeper).
- National Domestic Violence Hotline — 1-800-799-7233; text START to 88788 — if conflict in your home is becoming control or fear (Section 3).
- mass.gov — for finding Massachusetts family support and parenting programs in your area.
- Babies and toddlers need a physically safe environment and a caregiver within reach: safe sleep on their back in an empty crib, gates and outlet covers, medicines and cleaning products locked away (and Poison Control, 1-800-222-1222, saved in your phone), constant watch near any water — a toddler can drown silently in inches of it — and never being left alone with a pet or in a car.
- Help lines: National Domestic Violence Hotline 1-800-799-7233 · 988 Suicide & Crisis Lifeline (call/text 988) · Childhelp 1-800-422-4453.

Section 6: Parenting Under Stress: Anger, Substance Use, Mental Health, and Asking for Help Before Crisis

- 988 Suicide & Crisis Lifeline — call or text 988 — mental-health crisis support, day or night, for you or about you.
- Crisis Text Line — text HOME to 741741 — when speaking aloud is impossible or unsafe.
- SAMHSA National Helpline — 1-800-662-4357 — free, confidential treatment referrals for substance use and mental health.
- Childhelp — 1-800-422-4453 — parenting crisis support and guidance.
- National Domestic Violence Hotline — 1-800-799-7233; text START to 88788 — if stress in your home involves a partner's control or violence.
- Poison Control — 1-800-222-1222 — medication and poisoning emergencies.
- 911 — immediate danger to you or your child.
- mass.gov — for finding Massachusetts family support, respite, and parenting programs near you.
- The environment itself becomes a hazard. Substances, pills especially, within a child's reach are a leading route to accidental poisoning (keep Poison Control, 1-800-222-1222, in your phone). Visiting adults who use in the home, unsafe sleep arrangements for infants when a caregiver is impaired, and children left supervising children while a parent is incapacitated — each is the kind of fact pattern that fills real neglect cases.
- Addiction is a medical condition, and treatment works. It is also a condition that lies to its owner about time: "I'll stop when things calm down" reverses the actual

sequence, because use is frequently why things do not calm down. Treatment exists on a spectrum — helplines and assessment, outpatient counseling, medication-assisted treatment, structured programs, peer recovery communities — and SAMHSA's National Helpline (1-800-662-4357) is a free, confidential, 24/7 place to find what fits your situation and location.

- For the other parent or caregiver: you cannot control another adult's use, but you can control the child's exposure: no riding with an impaired driver, no leaving children in an impaired person's sole care, and documentation of incidents if custody or safety decisions ever need facts. Al-Anon-style support and the same SAMHSA line can advise family members, too.
- Build the list before the crisis. One page, physical or in your phone: two relief adults (asked in advance, per Section 2), your children's doctor, your own doctor or therapist, and these lines — 988 (call/text) for mental-health crisis, Crisis Text Line (text HOME to 741741) when you cannot speak aloud, SAMHSA 1-800-662-4357 for substance-use treatment, Childhelp 1-800-422-4453 for parenting support and crisis guidance, Poison Control 1-800-222-1222.
- Myth: If I have the thought that I might harm my child, I am a monster and must never say it aloud. Fact: Frightening intrusive thoughts are a known symptom pattern and a signal to get help immediately — telling a professional or calling 988 is how parents protect their children from exactly the thing they fear.
- My phone contains: 988, Crisis Text Line (text HOME to 741741), SAMHSA 1-800-662-4357, Childhelp 1-800-422-4453, Poison Control 1-800-222-1222.
- Help lines: National Domestic Violence Hotline 1-800-799-7233 · 988 Suicide & Crisis Lifeline (call/text 988) · Childhelp 1-800-422-4453.

This exam itself

- The quarter's class books of Minister Destiny Testimony Schools — every question in this exam was written from those classes: their lessons, their Words to know, and their stories.
- The classes' chapter tests (Minister Destiny Testimony Schools) — this exam's multiple-choice questions also appear, auto-scored, in the free school online at destinymorganbooks.com.

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

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