

BRAIN TEASER



The correct answer is C.

Explanation:

All complaints should be taken seriously and promptly investigated. Separation does not relieve an employee from harassment claims. A former employee can file a *constructive discharge* claim.

According to the Equal Employment Opportunity Commission, constructive discharge is when an employee quits because he/she can no longer tolerate an offensive work environment. If the former employee proves that a reasonable person, under like conditions, would resign to escape the harassment, the employer may be held responsible for the resignation as if the employee had been discharged.

A complaint from a former employee should be handled in the same manner as a complaint from a current employee. Receipt of the complaint should be acknowledged immediately. A prompt and unbiased investigation into the allegations should be conducted and, upon completion of the investigation, a response should be provided to the complaint. If the investigation uncovers violations of the Company's harassment policy, take corrective action to stop the harassment and to keep it from happening in the future.