

Sexual Harassment

Name: _____ (please print)

Date: _____

Scenario 1:

Mary's coworker Ralph has just been through a divorce. He drops comments on a few occasions that he is lonely and needs to find a new girlfriend. Mary and Ralph have been friendly in the past and have had lunch together in local restaurants on many occasions. Ralph asks Mary to go on a date with him—dinner and a movie. Mary likes Ralph and agrees to go out with him. She enjoys her date with Ralph but decides that a relationship is not a good idea. She thanks Ralph for a nice time, but explains that she does not want to have a relationship with him. Ralph waits two weeks and then starts pressuring Mary for more dates. She refuses, but Ralph does not stop. He keeps asking her to go out with him.

Question 1:

True or False When Ralph first asked Mary for a date, this was sexual harassment.

Question 2:

True or False Mary cannot complain of sexual harassment because she went on a date with Ralph.

Question 3:

True or False

Mary complains to her supervisor, and the supervisor (as required) reports her complaint to the person designated by her employer to receive complaints. Ralph is questioned about his behavior and he apologizes. He is instructed by the designated person to stop. Ralph stops for a while but then starts leaving little gifts for Mary on her desk with accompanying love notes. The love notes are not overtly offensive, but Ralph's behavior is starting to make Mary nervous, as she is afraid he may start stalking her. Ralph's subsequent behavior with gifts and love notes is not sexual harassment because he has stopped asking Mary for dates as instructed. He is just being nice to Mary because he likes her.

Scenario 2:

John transfers to a new location with his employer. His new supervisor, Sharon, is friendly and helps him get familiar with his new job duties. After a few days, when no one else is around, Sharon comes over to John's work area to chat. Sharon talks about what she did last night, which was to go to a strip club. John is shocked that Sharon would bring up such a topic in the workplace and says nothing in response. Sharon continues talking and says that all the men in the department are so unattractive that she needs to get out and "see some eye candy" once in a while. She tells John she is glad he joined the staff because, unlike the others, he is "easy on the eyes." John feels very offended and demeaned that he and the other men in his workplace are being evaluated on their looks by their supervisor.

Question 1:

True or False Because Sharon did not tell John that he is unattractive, she has not harassed him.

Question 2:

True or False By bringing up her visit to the strip club, Sharon is engaging in inappropriate workplace behavior.

Question 3:

True or False Sharon should be instructed to stop making these types of comments, but this is not a serious matter.