Sexual Harassment: Where Do YOU Draw the Line?

Question 1
Patricia is a mid-level manager for a large corporation -- the only female supervisor in her unit. At meetings, the male managers in her unit sometimes tell dirty jokes or talk about other female employees' body parts. They never say anything specifically to or about Patricia, and she has never complained to her bosses about it. Sometimes she even laughs at the jokes. But the comments make her feel uncomfortable.

This scenario:
1. Involves sexual harassment.
2. Does not involve sexual harassment because the jokes and comments aren't directed at Patricia.
3. Does not involve sexual harassment because Patricia hasn't complained and sometimes laughs at the jokes.

Question 2
Bernard is the supervisor in a small office. Everyday when Jack, a delivery man who works for another company, shows up at Bernard's office with packages, Jack hits on one of Bernard's female employees, Andrea. At first, he just brings flowers, makes small-talk and asks her out. But when his advances are spurned, he begins making lewd comments to her, cracking jokes about her body parts with male employees at the office and leaving her notes with dirty pictures on them. Andrea never complains to Bernard about Jack, but Bernard knows she is uncomfortable.

In this situation, the company Bernard works for:
1. Shouldn't be held responsible for Jack's behavior, because Jack isn't an employee.
2. Isn't responsible for Jack's behavior because Andrea hasn't said anything about it.
3. Should be held responsible for Jack's behavior because Bernard knows about it.

Question 3
Sam used to be involved with his boss, Julia. But since they split, Julia has continued to behavior as if they were a couple. She touches him affectionately in front of other employees, says things to suggest they are still involved and constantly calls him to her office for private "meetings," during which she talks just about intimate personal matters. Sam doesn't like Julia's behavior, and has said so. But Julia continues.

This scenario:
1. Doesn't involve sexual harassment because Julia isn't threatening Sam's job.
2. Involves sexual harassment because Sam told Julia he didn't like her behavior.
3. Doesn't involve sexual harassment because Sam and Julia were involved.
Question 4

In the same scenario, Sam decides to take up Julia's behavior with her supervisor, Ben. Ben tells Sam that the situation is partly his fault, because he was involved with Julia, but he agrees that Julia is behaving inappropriately. He tells Sam he can transfer to another department, away from Julia, but refuses to admonish her.

Ben's suggestion is:
1. Fair because it resolves the situation.
2. Unfair because Sam is being forced to transfer and Julia is not being admonished.

Question 5

When Gail is at work, Bill is constantly brushing up against her, many times touching her breasts or behind with his arms and hands. It seems accidental to Gail at first, but because it continues, she begins to feel it is intentional. When she finally confronts Bill about it, he says it wasn't intentional and promises to be more careful. But he continues, and Gail grows uncomfortable enough in her job that she contemplates quitting.

This scenario:
1. Involves sexual harassment, regardless of whether Bill is touching Gail on purpose.
2. Involves sexual harassment because Bill didn't stop when Gail asked.
3. Doesn't involve sexual harassment because Gail didn't tell a supervisor.

Question 6

Ted and Kathy are up for the same job at a company. Kathy has been at the company longer and has an advanced degree; Ted just has a bachelor's. A week before their boss, Henry, decides who'll get the job, he tells Kathy he is interested in her and asks her out. Unsure about the company's attitude toward promoting women, Kathy goes out with Henry, thinking she might help her chances to get the job. But when Henry tries to take the relationship further, she refuses him. Henry gets angry, and gives the promotion to Ted. Kathy hires a lawyer and sues Henry and the company for sexual harassment.

In this scenario:
1. Kathy is as responsible for the problems as Henry, because she tried to boost her chances by going out with him.
2. Henry is completely responsible for the problems.

Question 7

Emily is attracted to her boss, Joe, and she decides to let him know about it. She sends him notes and flowers, but Joe says he isn't interested. Emily persists, and increases her efforts to the point where Joe feels uncomfortable around her.

This scenario:
1. Involves sexual harassment because Joe told Emily to stop.
2. Doesn't involve sexual harassment because Emily works for Joe and an employee can't harass a boss.
3. Doesn't involve sexual harassment because a woman can't sexually harass a man.