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Case Study/Research Article #1
Questions for:
Hostile Work Environment/Sexual Harassment

Most everyone has heard of sexual harassment in the workplace and most people know of someone who has been sexually harassed. However, "an even more subtle, and possibly more pervasive form of sexual harassment is to create or permit a 'hostile working environment.' This occurs when someone's behavior in the workplace creates an environment in which it is difficult for someone of a particular sex to work" (Noe, 78).

Although a large majority of complaints involve women being harassed by men, a growing number of claims have been filed by men. Author Michael Crichton wrote a book, *Disclosure*, about this topic; the book was made into a film by the same name in 1994 and starred Michael Douglas and Demi Moore. The film is about "office politics and intrigue in the computer industry in the mid-1990s. The main focus of the story, from which the film and book take their titles, is the issue of sexual harassment. The film invites viewers to critically examine topics such as the ease with which allegations of sexual harassment can destroy one's career and whether a double standard exists when such allegations are levied by men or women" (Wikipedia).

Read the case study (in the other attachment) and be prepared to discuss the answers to the following questions:

1. Identify and describe the problem(s) in the case study as you see them.
 - a. Is there any additional information you would have attempted to obtain from any other the individuals involved (*directly or indirectly*) in the incident? Why or Why not?
 - b. What, if anything, would you report to Anne since she asked about the case?
 - i. When would you report anything to Anne?
2. Outline the steps you would have followed if you had been leading the investigation.
3. List four (4) parts of this case that are the most critical in the decision making process.



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