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Jerrick Tully in the Tool and Dye department sexually harassed Yvonne Stevens, a Production Control employee. He touched her, and then Yvonne notified several supervisors immediately. But also, there are many other women who also said that they were invited to his house but they all said no. All the women also said that he was a “touchy guy”. He already had a complaint and a notice saying that next time something occurred he was to be dismissed. I would’ve asked the women what “touchy guy” meant because if they were all using the same vocabulary to describe him could also implicate that the women are lying. What if all the women had decided to plan something to get him fired? It is suspicious since the beginning that Yvonne returned to work the same day just to cause problem and tell everyone what happened. I would’ve asked each individual about past experiences with him as well as if they saw what happened between Yvonne and Jerrick. I would’ve also asked if they noticed something with Yvonne in the past weeks or months, just to see if she wasn’t having any other kinds of problems. Someone also mentioned that he only asked girls to his house and not men, but we did not hear one single story from the men. It is necessary to get evidence from both women and men in the office whether they were present that day or not, just to see what they had to say about both of them. Video cameras could also help the investigation, were there cameras present? They could check the cameras from that day as well as other days just to see how Jerrick behaves. There is no need to report Anne about what happened, she had a something in the past similar to that, but we can’t use the same case again since that case was already resolved.

I would’ve separated the two parties to write a report of what exactly happened in detailed. Ask them the names of each and every person that was present at the moment, the time the incident happen to check the cameras if there were cameras present. After having both reports written, I would’ve dismissed both of them to their homes for two days to have those two days to rethink about the incident. In those two days I would’ve questions the names of the people that were present during the incident as well as their co-workers to see if they noticed anything special about them in the past couple weeks. When they returned to work after the two days, I would’ve asked them to write another report to see if there were any differences from the first report. And then meet with the rest of the staff to study the case and make a decision.

4 critical aspects that are necessary to see before making decisions are:

-Have they followed the policies? Have we done a great job explaining the employees how to treat each other and what the consequences are if they do something different? Are sexual harassments and bullying laws clear for them?

-Have we looked at both stories twice? One of them is lying for sure, how do we find out who is saying the truth? Looking at their stories carefully is very important.

-What are the consequences going to be when we have to make a decision whether she is lying or he is lying? Does the policy tell us what to do?

-And lastly, how are we going to do it? What's next? Do we report it to the police or someone else? How are we going to tell one of them what is going to happen next?



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