

Webinar: Preparing for the OVW Special Condition on Workplace-Related Sexual Misconduct and Domestic/Dating Violence

SCENARIO 1

Melissa, your coworker who you supervise, approaches you at a training conference and tells you the following:

- Last night Frank, another coworker, invited Melissa to dinner to discuss their individual projects. The conversation was very lively as the two talked about their work and the work of their organizations.
 - After dinner, Frank asked if Melissa would like to continue the conversation in his room. Melissa had been enjoying the conversation and wanted to get Frank’s input on some work related challenges she had been experiencing, so she agreed.
 - Melissa tells you that Frank tried to kiss her once they were in his room. She rebuked his advances and told him she was not interested in him in that way. Frank backed off.
 - Although Melissa was caught off guard by Frank’s aggressions, she felt that what happened was a misunderstanding and stayed a bit longer. After about 30 minutes, Melissa decided it was time to call it a night.
 - As she was saying good night, Frank leaned in and hugged her. Melissa says that she quickly hugged him backed, but that when she released, Frank continued to hold her. She was not able to move away from him. He then tried to kiss her again. She told him to stop, but he ignored her and continued to kiss her neck and face. She was finally able to get out of his grasp and immediately left his room.
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What type of conduct is Melissa reporting? _____

What are Melissa’s immediate needs? How should you address Frank? _____

Does your workplace have a policy to address situations like this? If yes, how so? If not, how would you prefer for your workplace to address situations like this?

SCENARIO 2

For the past month, you have been working with Jesse, a volunteer who is contributing to an upcoming presentation. The two of you have had several phone conversations and sent numerous emails back and forth while developing the material for the presentation.

At first, these interactions were very professional. However, the emails and conversations with Jesse are becoming “friendlier.” Although Jesse has not said or done anything overtly, you get the sense that they are “hitting” on you. They have been making innuendos that feel as if they are trying to figure out your relationship status. In addition, they have sent “friend/follow requests” to you for Facebook, Instagram, and Twitter. The whole thing is beginning to feel very awkward and uncomfortable.

You decide to google Jesse and came across a newspaper article suggesting that Jesse is a perpetrator of domestic violence.

Is your concern justified? How so? _____

Does your workplace have a policy to address situations like this? If yes, how so? If not, how would you prefer for your workplace to address situations like this?

What are your next moves? _____

SCENARIO 3

Several months after wrapping up a week’s long training conference, you receive a call from Noah, a grantee. He tells you that Jack, a consultant you hired to present at the conference, has been sending him text messages. Noah remembers filling out a form to receive more information on Jack’s research project, but the text messages are of a personal nature and not work related.

After receiving the initial texts, Noah replied to Jack stating that he enjoyed Jack’s session at the conference, but that he provided his contact information only for professional purposes. Jack apologized and did not send any more text messages to Noah for a couple of months.

Last month the two of them were on a conference call together and immediately following the call, Jack sent Noah a text message with a partially nude photo of himself. Noah replied telling Jack how inappropriately he was behaving. Noah then blocked Jack’s number from his phone.

Last week Noah received an email from Jack asking why he was not responding to his text messages. Noah replied and asked that Jack refrain from contacting him at all in the future.

The following day Noah received an email on his work account from Jack. Jack was demanding to know what he had done wrong to cause Noah to ignore his text messages and emails. Noah reported Jack to his organization’s HR department, who instructed him to inform you of the situation.

What type of conduct is Noah reporting? _____

What are Noah’s immediate needs? How should you address Jack? _____

Does your workplace have a policy to address situations like this? If yes, how so? If not, how would you prefer for your workplace to address situations like this?
