

Case 6

1, Facts: Paula is a new manager in the Production Department in a medium sized US. company and she is a recent graduate from a college. For the first two months, she does a good job because she is the first woman chosen as a trainee in the production department. But during the last month, she was harassed by her coworker Richard continually and she felt very uncomfortable at work and at home. She looked through the worker's handbook but couldn't find a sexual harassment policy. Eventually, her manager Steve knew about the issue after she showed him related information in EEOC laws. He told her to research what the company should do to avoid this bad behavior. Meanwhile, Steve was thankful for Paula's honesty and patience and promised to do something.

2, Issues: 1) Richard harassed Paula and didn't obey the law. Meanwhile, he didn't respect her.
2) Paula was treated unfairly because she couldn't work normally and her human rights were offended by others.
3) From employees' handbooks, Paula couldn't find sexual harassment related policies.
4) As Paula's manager, Steve didn't care for subordinate and didn't know the serious problem between staffs.

3, Harm: 1) Paula

Paula suffered from sexual harassment from Richard and it could do harm to her mental health. She may have a sense of self-abasement and become psychologically ill. Thus, maybe she would be afraid of making contacts with other males and cooperating with them.

2) The whole company

For the whole company, if Richard continued harassing Paula, it would be unsafe for potential females who want to work at this company in the future. Thus, it couldn't employ outstanding staffs.

3) Richard

He was unaware of how serious this issue was, and if he continued, he may commit crimes and be punished by laws.

4) Steve

He would be considered as an incompetent manager because he didn't care for subordinate and he was unaware of this event in the company.

5) The society

For similar companies like this, they couldn't provide safety for females. So women may not find safe jobs in any corporations, and this issue couldn't keep social stability.

4, Choices: 1) Steve criticizes Richard and punishes him for sexual harassment. Also, Steve transfers Paula to another post and doesn't make her work with Richard.

2) Steve warns Richard about this issue and searches for some information about sexual harassment in workplace and put them in the company's disciplines. This can contribute to reducing similar issues in company and help it achieve future goals.

3) Steve doesn't care for Paula but let them solve the problem on their own.

4) Steve dismisses Richard.

5) Steve employs more female workers.

5, Consequences:

1) Positive: Paula won't suffer from sexual harassment because they are separated.^{2.1}

Negative: Maybe Richard thinks this behavior is acceptable he won't correct his mistake.

2) Positive: It can prevent sexual harassment from recurring and protect women in this company.

Negative: In the future, having jokes with female workers is limited and people are constrained seriously by company's rules.

3) Positive: Paula and Richard can solve this problem by discussion and Steve doesn't need to spend time coordinating them.

Negative: This problem isn't solved radically because Richard may continue harassing Paula.

4) Positive: Paula can work normally and she won't be harassed by others. Also, Richard is punished because of his behaviors. And this company can benefit from getting rid of bad worker.

Negative: For Richard, he loses his job because of sexual harassment.

5) Positive: Paula is unlikely to be harassed because there are more females.^{2.2}

Negative: Steve should pay a new employee's salary.

6, Action:

From Steve point of view, he should take four views of ethical behaviors into account to tackle this problem. Thus, punishing and warning Richard for sexual harassment, transferring Paula to another post and banning sexual harassment in the company is an efficient way.

From utilitarian view, men and women can work normally in this company and ensure sustainable development of the company. So, they can bring fortune and profits for this company together.

From justice view, Paula will be treated fairly.

From individualism view, Steve will prevent Paula from sexual harassment and help Richard become a good person. Also, it reduces the possibility of Richard to commit crimes in the future.^{2.3}

From moral rights, making rules in a company can protect the basic rights of employees.

Index of comments

- 1.1 put the facts into your words!
- 1.2 important to note that she could also sue the company for not protecting her
- 1.3 that's too big of a stretch.

- 2.1 this is punishing her by making her move! it would look like it was her fault
- 2.2 this one is weak. I don't think it's a sensical option
- 2.3 great job of pulling outside knowledge into the case analysis!