

## Facts:

Paula was a manager in the product <sup>1.1</sup> department. She was working hard for about three months. But she had some troubles during last months because she was harassed by Richard all the time. Her boss Steve noticed the problem and he was told that Paula might take action according to the law called EEOC. He promised he will do some research and had some actions. <sup>1.2</sup>

## Issues:

1. Richard was annoying Paula and it made the efficiency lower for Paula.
2. It would bring a negative effect to company. For example, some people who are finding a job, they won't choose the company which staffs have some problems with the relationship.
3. Actually, Richard were against the law of EEOC.
4. Steve didn't pay more attention to the relationship between each worker.

## Harm:

1. For Paula, maybe she couldn't finish her work at time, because she had lower efficiency by harassing from Richard. The serious thing was that she would get ill about her psychology probably. Then she wasn't willing to talk with others. Thus, it brought bad effect to Paula.
2. For Richard, if he was really against the law, he would be fired, even be closed in jail. It was really bad to his reputation. Not only he wouldn't get a job, but also nobody would make friends with him.
3. For Steve, he didn't know if he wanted to be a good leader, he should focus on the relationship between each worker. Then, all of the <sup>1.3</sup> staffs in the company would have a good time when they were working and everyone would believe he could lead the company to be successful.
4. For the company, the bad relationship between staffs bring the lower efficiency. So, staffs couldn't achieve the goals of company at time. The company wouldn't successful. It would affect the reputation of company as well.

## Choices:

1. Steve will kick Richard out off the company because he against the law and have some bad effects to other staffs working.
2. The other choice is warning Richard don't do that again and putting Richard to the branch of the company to separate them.

## Consequences:

1. Positive: It's a good new to Paula because she can work effectively without harassing. What's more, Richard really did a bad thing and he's action attract staffs in the company. After Steve fired him, staffs will focus on their works.  
Negative: If Richard is fired, his reputation will be affected. It's difficult for him to

find another job.

2. Positive: Richard say sorry to Paula and promise that he won't do it again. Then he work hard in the branch of the company.

Negative: If Richard goes to the branch of the company, maybe he will continue to harass other women. Even though he doesn't make this mistake, other staffs don't want to make friends with him.

### Actions:

If I were Steve, I would show the law to Richard and warn him not to harass to Paula or other women. It's important because everyone needs to obey the law. I don't allow everyone in my company against laws and have negative affects to my company. Also, I should protect the reputation of Richard, so I will put him in the branch of the company, but don't tell other people why he is changed the working area. I think everyone can accept the result.

## Index of comments

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- 1.1 it is important to note that she is new at the job
- 1.2 actually he asked HER to do some research.
- 1.3 its important that he also have very firm rules about this in place, and that all employees are aware of them so that this doesn't happen again