

## **After Hours**

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### **Abstract**

This critical incident describes a situation that a relatively new mid-level manager experienced in the workplace. It was seemingly a case of sexual harassment, presented in the form of second hand information from a subordinate. This subordinate claimed to witness an explicit sexual act between another employee and an upper level manager in the vicinity of the business. Once addressed, the employee claimed that the sexual favor was not consensual, but a “quid pro quo” situation. The manager, who was currently off the clock when presented with this information, was forced to make a quick decision on what to do with this second hand information. Students are asked what they would do if placed into this situation.

### **Learning Outcomes**

In completing this assignment, students should be able to:

1. Deliberate on the model of the communication process and dissect the effectiveness of communication channels that were in place at this business.
2. Analyze the dynamics of power, influence, and authority on the situation, and comprehend the long-term effects of this incident on the integrity of the workplace.
3. Analyze how the Six Steps to Making an Ethical Decision could be applied. Consider the Ethical Commitment of the supervisors in this scenario and whether or not the displayed Ethical Consciousness and Ethical Competency.
4. Examine the options that supervisors have and how they could affect the workplace by using PADIL.

### **Application**

This critical incident is appropriate for any college level management, organizational behavior, or human resources course.

### **Key Words**

ethical decision making, quid pro quo, PADIL decision making, power, sexual harassment.

### **Contact**

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