Question 1

Firstly, this scenario involves workplace sexual harassment. Sam persistently sends Taylor inappropriate emails, and there is frequent and unwarranted physical contact, such as Sam continuously seeking hugs from Taylor.

Additionally, this scenario also encompasses workplace bullying due to a power imbalance. Taylor is just a supervised lawyer while Sam is the principal partner of the law firm. After Taylor clearly her concern to Sam, Sam responded with personal attacks in the email replies, threatening Taylor's might not having the opportunity to be promoted. This, I believe, constitutes workplace bullying stemming from the unequal positions between Sam and Taylor.

Question 2

I think it is a combination of the two.

In this scenario, Sam persistently sends love emails to Taylor and requests hugs from time to time, causing Taylor extreme nervousness and anxiety. This constitutes sexual harassment.

Furthermore, workplace bullying is also evident in this situation. When Taylor asked Sam to stop this behavior, Sam responded with threats and personal attacks in his email. Sam claimed to be extremely dissatisfied with Taylor's work, asserting that even a monkey could do better. Additionally, Sam stated that he would only continue to train Taylor if she stopped making complaints. These actions also constitute workplace bullying.

Question 3

No, I will not view this scenario differently if Sam was not a Managing Partner.

Even the positions of both parties are currently equal now without power imbalance, it does not mean that Sam's behavior should be deemed appropriate. His harassment through emails and requests for physical contact remain inappropriate. Sam should never conduct such acts towards his colleagues, regardless of their workplace positions.

Question 4

Everyone should make an effort to maintain a positive workplace environment.

When I become aware that a colleague is experiencing the situation above, my first step would be to approach her and ask if she needs assistance and express concern for her well-being.

Subsequently, if my colleague continues to be troubled by the mentioned circumstances, I would report the situation to the relevant department within the law firm and support her in lodging the complaint whenever she feels ready to do so.