

Exercise H

ABC Co. provides all employees a handbook that details ABC's "zero tolerance" sexual harassment policy and instructs employees to call ABC's HR Department immediately if they experience or witness any sexual harassment.

Quinn, an ABC supervisor, walks by Pat's desk and whispers to Pat that he should "forget" to wear undergarments the next day. Pat, shocked, pretends not to have heard. From then on, Quinn whispers similar comments to Pat every opportunity they are alone in the office.

Pat does nothing, thinking it is only a matter of time before Quinn, who is an incompetent supervisor, is replaced. After six months, Quinn is terminated for poor performance, at which point Pat recounts all of Quinn's past actions to a senior executive and asks the manager to make sure the next supervisor is "less disgusting."