

Exercise E

Cody is a unit supervisor for the Board.

Drew, an office technician, sits in a row of five open workstations right outside Cody's office.

On Drew's first day, Cody gives Logan, another office technician, a lingering hug and kiss on the lips. Cody says, while looking Drew up and down, "welcome to Cody's World. If you remember just one rule: what Cody wants, Cody gets, you'll have a bright future here." The next day, Logan arrives early to work to be seated before Cody arrives, but Cody starts rubbing Logan's shoulders and says, "you can't stay seated forever." Drew sees and hears these interactions.

Logan tells Drew what is happening, and Drew says, "just get over it." Drew starts losing sleep and misses work because of Cody's mistreatment of Logan.

Exercise E – Practice Test

Choose the Best Answer:

- A. Drew cannot state a claim for hostile work environment because Drew told Logan not to complain.
- B. Drew has personally witnessed Cody's harassment of Logan and, therefore, can sue Cody and the Board for sexual harassment due to a hostile work environment.

Exercise E – Answer

- B. Drew has personally witnessed Cody's harassment of Logan and, therefore, can sue Cody and the Board for sexual harassment due to a hostile work environment.

Exercise F

Cody and two office technicians, Parker and Rachel, are openly in a sexual relationship. Cody regularly calls them to the office for “special consultations.” Their sexual congress is audible through the door.

Cody gives Parker and Rachel preferred shifts, bonuses, and training denied to others. Cody allows Parker and Rachel to use Drew, Logan, and Timothy, another office technician, to do their work and run personal errands for them.

Drew, Logan, and Timothy are disgusted but work together to make sure they excel at all assignments.

Exercise F – Test Question

Choose the best answer:

- A. Drew and Logan can successfully maintain a sexual harassment/hostile work environment – widespread sexual favoritism claim against Parker and Rachel but not Cody.
- B. Timothy, who has never been harassed by Cody, cannot maintain a successful action for sexual harassment/hostile work environment – widespread sexual favoritism.
- C. Drew, Logan and Timothy can successfully sue Cody, Parker, Rachel and the Board for sexual harassment/hostile work environment – widespread sexual favoritism.

Submit your answer below.