

Eeoc recognizes case study

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Lowliness created a “ hostile environment” Inch the EEOC recognizes, “ can occur when unwelcome sexual conduct has the purpose or effect of unreasonably interfering with Job performance or creating an Intimidating, hostile, or offensive working environment” (Blander & Snell, 2013, p. 112). As a result Lesion created a sexually hostile environment for Gilbert based on the constant approaches, and unwanted or requested gifts; even though Gilbert had reputedly stopped his advanced in a proper manner.

Should the intent or motive behind Election’s conduct be considered when deciding sexual harassment activities? Explain. The book mentions that “ today employees are more likely to implant they are being sexually harassed when a coworker does not get the message that they are not receptive to their advances and the problem is hindering their ability to work” (Blander ; Snell, 2013, p. 113).

In the case study, Gilbert had notified Lesion numerous times that his conduct was not appropriate; alas his intentions were not to harm her, nor did he say or express any sexual remarks he did make the working environment for Gilbert uncomfortable. Nevertheless, Lesion should have stopped his conduct the moment he was informed/known that Gilbert Nas not interested and married. Election’s motives and intent should be considered because he did end up apologizing and wishing the best to Gilbert when he finally realized she was not going to reciprocate his feelings.

If you were the district’s EEOC officer, what would you conclude? What disciplinary action, if any, would you take? If I were the district’s EEOC officer I would look deeply into the issues regarding this case. Gilbert could have

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taken action within the school first to get her message across. My conclusion is that even though Lesion did attempt to pursue a romantic relationship with Gilbert, he did not cross the line; he may have gotten the wrong usage but he did not make any attempt to take things further nor insult or offend her in any way.

The moment Lesion finally realized he didn't have a chance as he attempted to calm Gilbert down, which she could have misinterpreted, he apologized and accepting that he was wrong. I wouldn't have a disciplinary action as long as both parties have come to an agreement; if the issued continued I would like to be informed so I can follow up with the situation. Citation Snell, S. , & Blander, G. (2013).

Managing human resources (16th De.). Mason Ohio): South-Western
Coinage Learning.