

Business Integrity Training

Scenarios for team discussions 2022



Scenario 3a

Sexual harassment

Part 1



Arabella
A colleague



Jade
A colleague



Mark
Manager

Introduction

In this scenario, Jade and her Manager are giving Arabella advice on what to wear at a conference.

Jade shares some news with Arabella one morning at work.

Have you heard? We're attending the conference with the client team next week.

That's exciting. I can't remember the last time we went to a work event.

I know! Time to dust off your best outfit.

Oh, is it dressy? I'm so used to dressing down.

Definitely – you must 'Dress to impress' – so heels and a nice smart outfit, maybe something you would go out in.

OK



Later that day, Arabella goes to see Mark in his office.

Scenario 3a

Sexual harassment Part 2



Arabella
A colleague



Jade
A colleague



Mark
Manager

Hi Mark, you wanted to see me?

Yes, you know we are attending the conference with the client team next week? Well, it's a really important event, so 'Dress to impress'! Wear heels and a nice smart outfit, maybe something dressy you'd wear on a night out.

Really?

Oh yeah...

Scenario questions and summary



Scenario 3a Sexual harassment

Ethical red flags

When people make poor choices, they usually create reasons to tell themselves, "It's OK, I can go ahead". We call these justifications 'ethical red flags'. In this scenario, what might Mark have told himself?

Common ethical red flags include:

- I didn't mean anything by it
- I was only trying to help
- Other people do worse things
- It's not that bad

Questions

- What are the possible issues in the first part of this scenario?
- What are the possible issues in the second part of this scenario?
- Does anything change when a different gender or grade of seniority gives advice?

Key messages

- We are all expected to treat each other with courtesy, dignity and respect at all times.
- We do not tolerate harassment through any means or of any kind, including sexual, verbal, non-verbal and physical. Abusive, humiliating or intimidating behaviour is never acceptable. We each have a personal responsibility to make sure that neither we nor anyone else behaves this way. Harassment is not only measured by the words that are said.
- Context is just as important. Consider: relative seniority of both parties; location (open plan office is different to a private room); tone of voice; and timing. It's important to take these things into consideration if you need to have a discussion about dress code with someone you work with.

Further reading

Code of Conduct

Management responsibilities (page 7)
Speaking up (page 8)
Behaviours and standards (page 14)
Safety, health and wellbeing (page 18)

Policies and Guidelines

Our Behaviours.
Dignity and Respect Standards - UK.
D&I Intranet pages.