

## Scenarios

For each of the following situations, consider the following questions. Be as specific as possible when developing answers as a group.

1. Who was responsible for this situation occurring? Who was involved in its escalation?
2. What actions could have been taken (and by whom) at what point to prevent or mitigate this situation?
3. What can be done to prevent such incidents in the future?

A. While visiting the fire station, a female officer's six year old son finds a sexually explicit magazine in the men's restroom. When the officer reports it, the department takes action to remove such material from all fire stations, but individuals retaliate against the officer by leaving sexual materials in her personal space and shunning her at work. As a result, the officer files a formal harassment complaint against the department.

B. Two African-American firefighters routinely use racial slurs when talking to each other in a joking way. Other firefighters who work with them just ignore it. However, when a white firefighter from a different station is disciplined for using the same words, he demands that the African-American firefighters be disciplined as well.

C. While hanging out together after a multi-company training exercise, one firefighter repeats a sex-based joke he heard on a network comedy show the previous night. All firefighters present, including the only woman, laugh. However, the next day, the captain at the scene begins worrying that the woman firefighter present might have been offended, and reports the event anonymously, initiating a sexual harassment investigation. People on the job assume the woman involved complained, and begin avoiding her. She in turn files a discrimination complaint because of the effect of the original complaint.

D. A firefighter, Joe, is upset that his coworkers perceive another firefighter, John, to be gay and routinely make joking and derogatory comments about him when he is not around. When Joe complains to his company officer about the comments, he is told that it is all just kidding around, and to "lighten up." Other firefighters then begin teasing Joe about being gay, and Joe files a lawsuit against the department. John is never directly involved in the dispute.