

## **Hypothetical 1**

**You and John have been friends since law school. Your personal and career lives have been remarkably similar since law school as well. You both live in Raleigh, belong to the same swim and tennis club, and have kids about the same ages. Sometimes (though not as often since kids came along) you, John and your respective spouses even go out to dinner together. You are both career state employees – though you currently work at different agencies.**

**John asked you to go to lunch Thursday (yesterday). During lunch, John, *after requesting your complete confidence in advance*, tells you he needs some advice. He relates to you that he is getting increasingly uncomfortable with the attention he is receiving from his new boss Alice. Alice is a real go-getter and **EVERYONE KNOWS** Alice is pretty connected and has much higher political aspirations. Alice is about the same age as you and John, though you aren't sure – she went to law school out of state, and practiced in D.C. for a while before returning to Raleigh.**

**John says Alice keeps making excuses to have him “stay late”, and frequently “hovers” over him to review “documents” on his computer. John also tells you that Alice has asked him how his “relationship” with his wife is going, and whether he is “bored” after 15 years of marriage and two kids. Alice has made no secret of the fact that she is bored with her marriage and thinks her husband is a dud. Alice has also asked him several times if he likes certain clothes she wears and what he thinks of her new hairstyle. This type of conduct is getting more and more frequent.**

**Monday though, was over the top. John says that Monday, he attended a meeting with Alice regarding a pending matter in the department. When they finished the substantive part of the meeting, Alice asked John to stay for a couple of minutes so they could discuss “another matter”. After everyone else left, Alice told John that she was really interested in talking to him about his future. Alice said she believes John has lots of potential, she wants to be sure that he**

**knows how much she values his work, and that she'd like him to be on her team going forward, wherever that might be. Alice confided in John that she is planning to "move up", and possibly seek an elected position within the next few years. Alice then said she wants to be sure that John understand how much she values loyalty, and that she always takes care of people who take care of her. John thanked her for the compliments, and said he was happy to be on Alice's team and that she could count on him to be loyal.**

**As they got up to leave, Alice blocked John's exit to the door and stood very close to him. Alice whispered in John's ear – just remember how much I value loyalty and team play John. Then she lightly brushed her hand against his buttocks. John was shocked, but did nothing. Alice turned and walked out of the room, and they both went back to their respective offices.**

**John asks for your advice on what he should do next. He has managed to avoid being alone with Alice since Monday, but this has bothered him more and more as time has passed. He has no interest in an affair with Alice (and he is pretty sure that is what she is suggesting). He also confides in you that he does not want to lose his job or risk a bad reference from Alice.**

## **HYPOTHETICAL 2**

**You are a legislative analyst at the General Assembly. Your friend George is also a legislative analyst at the General Assembly. George is a flirt – plain and simple. He flirts with everyone, even you, but he’s harmless – REALLY, he means nothing by it. George also has a penchant for telling a raunchy joke once in a while. No one is offended – because it’s George. Everyone loves George and no one thinks anything of his joking and carrying on. That’s just George.**

**Many of the legislative analysts at the GA go out for drinks on Wednesday night. Sometimes administrative staff will also join. This Wednesday you had to pick up your kids early from school, so you did not join the group for drinks. When you get to the office Thursday morning, George is already in your office.**

**George closes your door and says he needs to talk – CONFIDENTIALLY about something. George tells you that he has “a problem” relating to something that happened last night. The new administrative assistant Pamela (the one everyone thinks is REALLY ATTRACTIVE) went out with everyone for the first time. Turns out Pamela (Pammy) is a lot of fun. She can tell raunchy jokes that rival George’s repertoire. Last night they started a “joke contest” between Pamela and George – taking turns telling dirty jokes and keeping score as to whose jokes got the most laughs. It was great fun. It got late, and George (who had parked nearby) offered to drive Pamela to her car. They had both had a little too much to drink. They were talking, having fun, and George thought he was “reading the signs correctly”. When they pulled up to Pamela’s car, George got out to open her door. George then leaned in to give Pamela a hug and kissed her. Pamela’s reaction was NOT what George was expecting. She burst into tears and started yelling at him “Don’t ever touch me again you pig”. George backed off, apologized and left as soon as he saw Pamela was safely in her car.**

**Last night he was upset, but this morning, he is REALLY angry. George doesn’t understand how she could be so manipulative to set**

**him up like that. He has concluded she was leading him on for sure. She has to go. George cannot take a chance that she will report him and that he will lose his job over this.**

**George tells you he has a plan – turns out Pamela made a couple of serious mistakes on some work she was doing for George last week. He wasn't going to say anything because she is new, and he thought she deserved a chance. Now though, he plans to bring this mistake to Pamela's boss's attention. George knows that you also had an issue with Pamela's work a couple of weeks ago, and he asks you to go report that mistake this week as well. George also asks you to help him by "surveying" other legislative assistants about whether they have had problems with Pamela, and asking them to report it if they do. He does not think he can do that personally, because it might be retaliation or something like that, but it will be ok if you do it, because you were not involved.**