

Scenario 1:

Ernie the employee married his same gender partner last year and now they are adopting a child. Wanting to share this event with family and friends, they are planning a special reception at their home. Ernie invites all of his coworkers on his team at work to attending, including Sam the supervisor.

Before Ernie leaves for the day, Sam pulls him aside and declines the invitation, explaining that he thinks that gay marriage is wrong and of the devil, and that his personal religious and moral beliefs are that it is wrong for a same gender couple to adopt a child. While he says he enjoys working with Sam, he informs him that he cannot support such practices and will not be coming to celebrate.

The following week, Sam is involved the decision to fire Ernie because of declining performance issues.

Scenario 1 -- Alternate Ending

The company president is angry with Sam's insensitivity and demotes him. He says that he cannot have a supervisor who is a bigot and makes other employees feel the subject of hatred.

Scenario 2

Jordan has been employed by company for 5 years. After consultation with his long-time therapist, Jordan decides to begin presenting as a female. All of the company's restrooms are gender-specific, except for an executive bathroom two floors above where Jordan's office is. Jordan wants to use the women's room on her floor where she feels most comfortable.

Several female employees at the company express their discomfort with sharing a restroom with Jordan. After one female employee is upset by an experience using the restroom with Jordan in the stall next to her, several of them agree to stand guard at the restroom when one of them is using it, and sounding the alert if Jordan is coming in.

Jordan learns of this practice and feels that she is in a hostile environment.

Scenario 2

Any different if the women who organized to protect against using the restroom with Jordan did so because they are religiously and morally opposed to using a restroom with someone who was born a man?

Scenario 3

Jerry works as a miner for Gold Diggers. He is married to his wife, Julia, and they have two children together. He is a smaller man and speaks with a high voice. He was a dancer in high school, and often speaks about his appreciation for the arts.

In the rough and tumble world of mining, some of the workers tend to use expletives and crass expressions. Several of the male employees often jokingly call each other derogatory names for gay men, or pretend to be holding hands. When Jerry walks by, they often stop what they are doing to make jokes about flirting with him or wanting to have a sexual relationship with him.

Jerry complains to his supervisor but is told that that is just the way it is with these guys. "Boys will be boys." Since Jerry is not gay, his supervisor tells him the best thing to do is ignore them.