True or False: Sexual Harassment Scenarios

Scenario #1:
Jane is an assistant to the CEO of a company for four years. Over the years the CEO has complimented Jane on her clothes and jewelry. The CEO recently began sharing with Jane that he and his wife are having marital problems. A couple of weeks ago, the CEO asked Jane out for drinks. They have gone out after work with other staff in the past. However, this time when Jane accepts the CEO’s offer, no one else joins them. The CEO, again, mentions his marital problems and continuously buys drinks for himself and Jane. Jane begins to feel uncomfortable but stays until, finally, she tells him she needs to leave to meet a friend.

Scenario #2:
Diane is a fifth year associate at a law firm. She works primarily with a litigation partner who is one of the primary rainmakers in the firm. They are currently preparing a case for trial. The litigation team one night goes out for dinner and then everyone goes their separate ways. A couple of hours later, the partner with who Diane works comes to her apartment. Although it is late, she allows him into her apartment. He proceeds to touch her and remove her clothing eventually forcing himself on her. Humiliated, Diane calls in sick the next day.

Scenario #3:
Jim has a boss who hugs him while looking over his shoulder at his computer screen. He is uncomfortable but is concerned about what will happen if he expresses his discomfort. He eventually finds another job and leaves.