Scenario # 4: A coworker complains to you that they believe his manager/partner has given them a poor review because of their sexual orientation. As a practical matter, how do you respond or address this?

DISCUSSION QUESTIONS:

• Have you ever experienced a situation similar to the one in this scenario? What happened and how was it handled? What was the outcome?

• Have you ever witnessed a co-worker experience a situation similar to the one in this scenario? What happened and how did your co-worker handle it? What was the outcome?

• What are some other ways the scenario can be handled?

• What questions do you have when reading the scenario?

• What are other ways to engage co-workers on a daily basis to be allies?

• What are ways you can help if a co-worker looks to you for guidance or feedback on handling a scenario?

ALLY ACTION ACTIVITY

-“That is too bad and I am sure it is immensely hurtful and frustrating for you. I would be glad to listen to what happened.”

-“I know you have been working really hard, so that must have been disappointing. What can I do to help?”

-“I know this is difficult, have you considered discussing this with HR?”