**Case Study and Discussion Questions**

**As the unit/department head, you receive a notice from OIE:**

Hello,

My name is John Smith. I am a Case Manager with the Office of Institutional Equity (OIE).  OIE is responsible for investigating possible violations of the Relationship Violence and Sexual Misconduct and Title IX Policy (RVSM & Title IX Policy) and the Anti-Discrimination Policy (ADP).

You are receiving this notification based on your current listed role on campus. OIE received a report that Frankie Thompson may have experienced harassment by Jaime James in violation of the RVSMP. **Please do not share this notification with any involved parties as they will be notified if OIE determines to move forward with an investigation.**

OIE is reviewing the matter to determine whether there is sufficient information to move forward with an investigation. At the present time, OIE is aware of the following information:

* Allegedly texted an employee after work hours about matters unrelated to work
* Allegedly continued to text employee not work related items despite the employee not responding
* Allegedly attempted to engage on not work related matters in person
* After a confrontation with the employee, allegedly had flowers and a card delivered to the employee’s residence

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**Background you may not normally know:**

Supervisor, Jaime, has provided their personal cell phone number to all of their subordinates. The employee can call Jaime to state that they are running late or will not be in for the day.

Occasionally, if Jaime would be absent from the office, they would send a group text update the employees and provide guidance on the workflow for the day.

Jaime would also occasionally send light-hearted jokes to the group and the group would often text back and forth with other jokes.

Jaime sent Frankie, an employee of Jaime’s, a text late on Friday night:

**Jamie: What are you up to tonight?**

**Frankie: Not Much. About to head out.**

**Jamie: Cool. Where ya going?**

**Frankie: Out with some friends**

**Jamie: Oh. Well be good or be good at it! LOL**

On Monday when Frankie arrived at work, Jaime ran over to say good morning. Jaime asked Frankie “How was going out with your friends on Friday? Any good tales to share?” Frankie just shook their head no and went about their work.

Jaime sends a group text on Friday**: I am sick and will not be in today. Have a great weekend!**

Jaime then sends an individual text to Frankie**: I hope you have a great weekend! Have fun, but not too much fun. 😉 🤣**

Jaime sends Frankie another text on Saturday.

**Jaime: How was your Friday night? Do anything fun? 🍺 💗**

Frankie never responded.

On Monday, Jaime asked Frankie why they never responded to the texts. Frankie just shrugged their shoulders and walked away.

Later that day, Jaime texted Frankie during work hours:

**Jaime**: **Are you mad at me?**

**Jaime: What did I do?**

Frankie did not reply to the text.

On Tuesday, Jaime gives Frankie long glances throughout the day and Frankie sees this.

Jaime texts: **Did you ever send the report to Steve?**

**Frankie: Yes**

**Jaime: Thanks!**

Friday comes and Frankie texts Jaime: **I am sick and will not be in today.**

**Jaime: k! feel better!**

Saturday:

**Jaime: How are you feeling? Do you need anything? Would you like me to pick up some**  **or 💊?**

Frankie did not answer

On Monday, Jaime pulls Frankie aside and asks how are they feeling? Did you have a good weekend besides being sick all day?

Frankie mumbles an answer. Jaimie says “What? I can’t understand you?”

Frankie yells, “YES! I’M FINE! JUST LEAVE ME ALONE” and walks away.

The next day, Frankie gets flowers delivered at home with a card that says “thinking of you” with their initials.

Frankie reaches out to Office of Institutional Equity with the text messages, the concern they are fearful of retaliation, and asking for an inquiry into the behavior and with help to have Jaime stop texting and reaching out to them beyond work.

**Discussion Questions**

* You receive the notification from OIE, what are your first steps?
	+ - What should you NOT do?
* What are some things that you need to consider as you think about whether interim measures need to be implemented?
	+ - Who should you consult with?
		- What resources are available to you?
		- Based on what is stated in the case, do you recommend any interim measures?
			* If yes, what would you recommend and why? If no, why not?
* Who can help you with how and what to communicate to the parties involved?
* Would you do anything different if you received a notice that OIE is going to move forward with an investigation?
	+ Why or why not?