

HONESTY HOTLINE CALL LOG

Date: 8-2-02 Time Started: 5:35 pm Time Ended: 6:07 pm

Name of Company: [ABC COMPANY]

Location of Store #: ANYWHERE USA

Nature of Call: **Sexual Harassment – by Store Manager**

Description of Incident. (the who, what, where, why, hows, frequency, other witnesses)

* Remember to consult the Honesty Hotline Worksheet!

Caller identified that call was in response to unfair treatment and sexual harassment given by Mark – Store Manager for ANYWHERE, USA. Caller said “I’m nervous about calling... I gave my 2 weeks notice last week. My boss is harassing me.”

HOW? “Sexual comments. Well, where do I start? My husband and I split up. Mark was rude. One of the comments he made was ‘So I was thinking about having an affair and was thinking about asking your husband if he had any good pick up lines.’ I told him that my husband would probably slap the shit out of him. I was pretty stunned that he would say that to me. He also asked, ‘Are you making your husband sleep on the couch? Are you letting him have sex with you?’

Up until the separation, he was fine to work for. He had always made comments before, but I didn’t really think about it a lot...” “He doesn’t always think about what he says.” *HAS ANYONE ELSE WITNESSED THIS?* “Several employees have witnessed it: shift leader, Susan, and two other employees, Jason and LaDonna.”

DOES THE SHIFT LEADER REPORT TO MARK? “Yes. In fact, Susan called me and asked if I would like her to say something to Mark on my behalf as to why I was leaving. She felt that it was her duty to do that as mgmt. I said not to, because it might look like she was favoring me and he might retaliate against her.”

(“He has done that before after she [Susan] had pointed out a mistake of his in the past. Susan had talked to Joe, District mgr. in the past and Mark treated her quite badly for weeks thereafter.”)

“I love [ABC COMPANY], and had a lot of fun there, but couldn’t take him treating me like that anymore.”

DID YOU EVER APPROACH HIM DIRECTLY? “I told him I didn’t appreciate him saying that to me. His response was [nothing]. He didn’t say or do anything.” ... “He has a way of turning everything around. He finds a way to make you feel bad and then he’s in control of the situation.”

IF HE WEREN'T THE STORE MGR. WOULD YOU GO BACK TO WORK? "More than likely, Yes. It will be horrible to leave. But I don't think that the harassment will stop with me leaving. He picks one person out and picks on [them]." "He is not a good communicator. In the morning when we are doing paperwork, he is supposed to be in at 6:30, he doesn't help. He reads paperwork instead of helping customers. That's our busiest time of the day... He is standing at the register with his back to the customers reading paperwork and not helping co-workers. It's very difficult to work like that. It would almost be easier to work if he weren't there."

Other employees have made similar observations about his poor work ethic. "It frustrates them greatly. I'm not the only one who has had to deal with his constant criticism. One time, [TOM] made the change (on the marquee) on the gas price and put the wrong price up. The next day, we received an anonymous call re: price of gas being too high. We had no way of knowing whether it was a legitimate call or just a customer spouting off. Mark came in and chewed me out, when it was Tom who had mistakenly put up the wrong price. I had written down the correct price originally. Mark was upset that I didn't go out immediately and change the price. But I didn't think to look at pricing outside to verify that it was correct or not. I told the others we should wait until Mark came in to handle situation. I felt that "I can't just take the word of an anonymous caller to say that our gas price is too high and change it without authorization!" Mark was mad that Caller didn't change pricing immediately (vs. calling Corp. to verify that pricing was correct/incorrect....) No comments or coaching were directed at Tom, who made the original mistake."

"Mark told me that he doesn't trust me. I've never given him a reason not to trust me. That was very offensive to me. I asked him, 'If you don't trust me, then why am I doing the paperwork and making deposits?' Mark responded that since I got back with my husband, he couldn't trust anything I said."

Caller stated that she had never had a relationship/affair with Mark. "Never."

Caller concluded call at 6:07 pm.