CASE STUDY 5
ABUSIVE LANGUAGE AND GESTURES

INCIDENT

One of your employees, Ben, was previously warned not to engage in inappropriate or abusive language with co-workers. It came to your attention recently, through witnesses, that Ben called his co-worker a “slut” and made additional comments regarding the co-worker’s sexual preference. This type of behavior is not unusual in this work group, which has been predominately composed of males in the past.

1. What are the mitigating circumstances?
2. What are the aggravating circumstances?
3. What is the impact?
4. What is the appropriate corrective response?