



TRICKY HR SITUATIONS

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August 11, 2014

Scenario #1 - Patrick is now Patty

- Patrick is an accounts receivable clerk in your office. Patrick has worked in this position for six years. One day he comes to work dressed as a woman and asks everyone to call him Patty. Patty requests to start using the women's restroom. You grant that request. The next day three female employees complain about Patty using the women's restroom. They say their rights are being violated.

Scenario #2 - Sue is in a Family Way

- Sue works for a company that employs 25 people. She is pregnant. At the end of her second trimester she tells her supervisor that her doctor has placed her on bed rest due to preeclampsia and is estimating that she will be off three weeks for now and may, intermittently, require additional bed rest in the last trimester. The company only offers two weeks of sick leave per year.

Scenario #3 -Walter wants to Work at Home

- Walter is a Parts Acquisitionist in the warehouse of a large water works utility. In this position, Walter purchases parts that the utility needs for new installation, repairs and other projects, including emergency repairs. Walter is one of five Parts Acquisitionists. Their role is to respond to supply issues to ensure there is no gap in the parts supply for the crews. This position involves some individual tasks, such as updating supply records in the database. The essence of the job was group problem solving, which required that an acquisitionist be available to interact with the team, crew leaders and others at the utility when problems arose. The company offers telecommuting up to 4 days a week but notes that not all jobs or positions may be suited for telecommuting. Walter has IBS-D (Irritable Bowel Syndrome Type D), an illness that causes fecal incontinence. Over time, his symptoms have worsened and, on particularly bad days, Walter is unable to drive to work or stand up from his desk without soiling himself. Walter requests to telecommute on an as-needed basis as a reasonable accommodation for his disability. His supervisor believes that granting this request is not practical because the problem solving team meetings need to be conducted face-to-face. Additionally, the supervisor says that attendance is an essential function of the position.

Scenario #4 - Melissa's Bad Day

- **Melissa is the HR Manager for a large company that sells clothes and accessories targeting a customer base between the ages of age 15 – 23. Sales positions are regularly available with this company. Mark, Sales Director, tells Melissa that when she is pre-screening applications, she should screen out anyone who is not a recent college graduate.**

Scenario #5 - Harold in Jail

- Harold works as an accountant for a bank. One day he is arrested for committing a lewd act with a minor. Word of the arrest quickly spreads through the office. Several employees voice their disgust at having to work with Harold. They give you a petition signed by 90% of the staff, demanding that Harold be removed from the office.

Scenario #6 - Judy Makes a Joyful Noise

- Judy is a born-again Christian and she proselytizes at work. She also wears a “I Love Jesus” button when at work. Bob complains about Judy’s “over the top” Christianity. He has made derogatory comments about Christians, has made everyone aware that he is an Atheist, and constantly challenges people’s religious beliefs. Bob is Judy’s supervisor. Bob tells her to stop proselytizing or he will fire her.

Final Questions or Comments

