

# The Poster Problem

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## Confidential Information for Linda

**Participants:**        **Linda – bookkeeper**  
                                 **Bob - mechanic**

### **Summary**

Linda is the bookkeeper at Car Magic, an auto repair shop. Linda is one of three office employees who work at the shop. Betty is the secretary and appointment person and Donna is the purchasing agent responsible for ordering all the parts and supplies needed. The shop has 10 mechanics and assistants. Gary, the head mechanic, is the owner. Recently Linda has been complaining about the increase in pornographic photos hanging on the hallway walls. Linda feels they are offensive and insulting. The mechanic responsible for the posters, Bob, enjoys the pictures and thinks they are attractive. They cover the walls in the hallways, which leads to the break room where everyone takes breaks and has lunch. The other day Bob hung one in the break room and Linda went to Gary demanding he make Bob take all the posters down. Gary refused to get involved and suggested Linda and Bob try to reach some kind of agreement. The other office employees are also unhappy about the posters and want them down. They want Linda to be their spokesperson and to negotiate on their behalf. The mechanics like the photos and feel they are a part of the garage environment, a tradition of sorts.

### **Linda**

You are fed up with these posters. You feel they are disgusting and insulting. The other office employees agree with you but are quiet people and not given to complaining. When you first came to Car Magic there were only a few posters and the women in them had bathing suits on. Now, the posters are of totally nude women in sexually suggestive poses. Your spouse suggested that you combat the problem with nude male posters but you find porno of any kind offensive and the women who work with you in the office agree. You want all the pictures taken down. If the mechanics want to look at them, they should hang them in the men's room. You know that the posters may constitute a "hostile environment" under the state sexual harassment law but you don't want to start that kind of trouble. You would have to sue your boss, Gary, and he is a nice guy. If you can't come to agreement with Bob you will go to Gary and insist he take them down. You will try hard to get Bob to understand your side. After all, you write the paychecks, Betty books their appointments and Donna buys the parts. You are all indispensable to this business and deserve to be treated with respect.