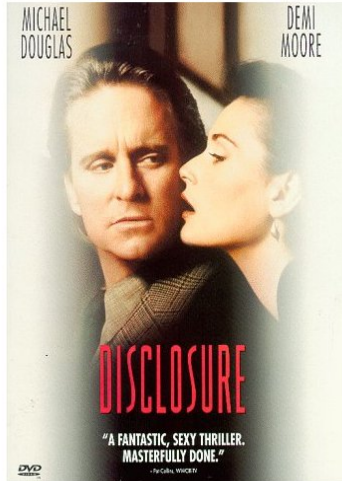


STUDENT'S ENGLISH NAME _____
CHINESE NAME _____
CLASS _____
DATE _____

This movie is available at www.amazon.com



DISCLOSURE

CAVEAT: The teacher should prescreen each movie and review the complete workbook chapter before showing the movie to the class. Students have homework before watching the movie and after watching but before any discussion.

EXERCISES BEFORE WATCHING MOVIE

Underline each word that is new to you or that you do not understand. Look the word up in your dictionary and write the appropriate Chinese characters next to the word.

1. READ MOVIE REVIEW

Tagline: sex is power

Plot Outline: A computer specialist is sued for sexual harassment by a former lover turned boss who initiated the act forcefully, which threatens both his career and his personal life.

Plot Synopsis: With his company about to merge, a happily married and successful computer expert is expecting a promotion. Instead the job goes to a woman from another plant with whom he had an affair in his bachelor days. His new boss, not only dangerously sexy but equally dangerously ambitious, tries to pick up where they left off but he just about manages to resist. As his position at work comes under increasing pressure he decides to file charges of sexual harassment. This is the last thing the company needs.

REVIEW

[Michael Douglas](#) runs afoul of a treacherous supervisor in this film version of [Michael Crichton](#)'s novel. Douglas plays Tom Sanders, an executive at DigiCom, a leading computer software firm. DigiCom is about to launch a new virtual reality-based data storage system that is expected to revolutionize the industry, and Bob Garvin ([Donald Sutherland](#)), the owner of the company, is in the midst of negotiating a merger that could bring \$100 million into the firm. However, while Tom is expecting a promotion, he discovers the position has been given instead to a new hire, Meredith Johnson (Demi Moore), with whom Tom had an affair years ago, before he was married. After her first day of work, Meredith invites Tom up to her office and makes a concerted attempt to seduce him; while Tom doesn't fight off her advances with very much gusto at first, eventually he decides things have gone too far and leaves in a huff. The next morning, Meredith accuses Tom of sexual harassment, and he realizes this was merely a power ploy to get him out of DigiCom for good; Tom, determined to fight, files a counter-suit, which makes him no friends at the company, since rocking the boat too hard could very well scotch the merger. Dennis Miller also appears as one of Tom's wise-cracking co-workers. ~ Mark Deming

The above information is attributable to www.amazon.com

**DOES THIS COMMERCIAL MOVIE REVIEW ENTICE
YOU TO PURCHASE THE DVD? _____ YES _____ NO**

2. READ INTRODUCTION

This is a movie about sexual harassment in the workplace, corporate culture, corporate governance, glass ceiling, corporate governance, human resource management, office politics, proper preparation and documentation.

Sexual harassment

A form of sex
discrimination that

involves unwelcome
sexual advances,
requests for sexual

favours, and other verbal
or physical conduct of a
sexual nature.

Any form of sexual attention that is unwelcome
•Discrimination

The mental or emotional harm of one individual by another individual in the same company.

A form of discrimination that is broadly interpreted to include sexually suggestive remarks, unwanted touching, any physical or verbal act that indicates sexual advances or requests sexual favors, a promise of rewards or hidden threats by a supervisor to induce emotional attachment by a subordinate, and a "hostile environment" based on sex.

Owner's Policies

Corporate governance

Systems and processes for ensuring proper accountability, probity and openness in the conduct of an organization's business. Corporate Governance is a core responsibility of all NHS organizations including PCTs.

Human resource management

All the activities related to the recruitment, hiring, training, promotion, retention, separation, and support of faculty and staff.

applying human resources within complex systems such that people succeed, performance improves, and human error decreases.

Corporate culture

The collection of beliefs, expectations, and values shared by an organization's members and transmitted from one generation of employees to another. The culture sets norms (rules of conduct) that define acceptable behavior of employees of the organization. It's important for job-seekers to understand the culture of an organization before accepting a job. Read more.

Corporate responsibility

Duty and rational conduct expected of a corporation; accountability of a corporation to a code of ethics and to established laws

3. LEARN NEW VOCABULARY TAKEN FROM THE FILM

Scotch

Kill or end

Merger

The union of two or more commercial interests or corporations.

Glass ceiling

An unacknowledged discriminatory barrier that prevents women and minorities from rising to positions of power or responsibility, as within a corporation.

Lateral move

A move which results when an employee is moved from a position in one class to a different position in the same class or to a different position in a different class assigned to the same pay grade.

Spin-off

A transfer of corporate assets to a subsidiary in return for a distribution to the shareholders of the corporation of all of the stock or controlling stock of the subsidiary without surrender of any stock by the shareholders of the corporation and reorganization involving a distribution of the stock of another company to the corporation's shareholders;

Flirting

Flirting is often described as casual [conversation](#) with a [romantic](#) touch.

Winking

Dilation of the [pupils](#)
Slight, casual [touches](#)
[Smiling](#)
Sending and receiving notes, [poems](#), or written [music](#)

Prep-school

a private secondary school that prepares one for college

Prozac

A selective-serotonin reuptake inhibitor commonly prescribed as an antidepressant (trade

name Prozac)

Penis (slang: boner)

The male organ of copulation in higher vertebrates, homologous with the clitoris. In mammals, it also serves as the male organ of urinary excretion.

Erection

In the sexual sense, is the hardening, enlarging and rising of the [penis](#) which often occurs in the [sexually aroused](#) male. Erection enables [sexual intercourse](#) and some other [sexual activities](#), though it is not essential for all of them.

Prototype

A model suitable for evaluation of design, performance, and production potential.

Spot-check

An inspection or investigation that is carried out at random or limited to a few instances.

Paranoid

Exhibiting or characterized by extreme and irrational fear or distrust of others: a paranoid suspicion that

the phone might be bugged.

Sleazy

Dishonest or corrupt; disreputable

Narcissistic

Thinking too highly of oneself:

Rapist

Someone who forces another to have sexual intercourse

Debunk

To expose or ridicule the falseness, sham, or exaggerated claims of

Scaffold

A temporary platform either supported from below or suspended from above, on which workers sit or stand when performing tasks at heights above the ground.

Amateur

One lacking professional skill and ease in a particular pursuit

Testimony

A declaration by a witness under oath, as that given before a court or deliberative body.

Sabotage

Treacherous action to defeat or hinder a cause or an endeavor; deliberate subversion.

Vindication

The defense, such as evidence or argument, that serves to justify a claim or deed.

Optics

The branch of physics that deals with light and vision, chiefly the generation, propagation, and detection of electromagnetic radiation having wavelengths greater than x-rays and shorter than microwaves.

Surpluses

Extra not needed

Condone

Excuse, overlook, or make allowances for; be lenient with

Voltage

The force, or pressure, of electricity. Also known as "potential." "Voltage drop" is the difference in voltage from one end of an electrical circuit to the other.

Sysop

Acronym for: System Operator

Bib

Acronym for: Back in Business

Tenure

The act, fact, or condition of holding something in one's possession, as real estate or an office; occupation.

Masterstroke

An achievement demonstrating great skill or mastery

Liquor

An alcoholic beverage made by distillation rather than by fermentation.

Groin

The crease or hollow at the junction of the inner part of each thigh with the trunk, together with the adjacent region and often including the external genitals.

Legacy

Something handed down from an ancestor or a predecessor or from the past

Consensual

Involving or based on mutual consent

(consensual sexual intercourse)

Abusive

Characterized by wrong or improper use or action

Veil

To conceal or disguise.

Bait

An enticement; a temptation.

Fabrication

To make something up with an intent to deceive

Turf

Range of jurisdiction or influence

Gloat

A feeling of great, often malicious, pleasure or self-satisfaction

Pan

To criticize or review harshly.

Lame

Weak and ineffectual; unsatisfactory

Gossip

Rumor or talk of a personal, sensational, or intimate nature.

Cliché

A trite or overused expression or idea. A

person or character whose behavior is predictable or superficial.

Weird

Of a strikingly odd or unusual character

Rash

Characterized by or resulting from ill-considered haste or boldness

Grit

fortitude and determination

Perverse

Utterly reprehensible in nature or behavior

Plaintiff

The party that institutes a suit in a court.

Scout

To spy on or explore carefully in order to obtain information; reconnoiter.

Kinship

Relationship by nature or character; affinity.

Scandal

A publicized incident that brings about disgrace or offends the moral sensibilities of society

Reflex

Produced as an automatic response or reaction

Growl

To speak in an angry or surly manner.

Flicker

An inconstant or wavering light.

Trigger

A pulse or circuit that initiates the action of another component

Insanity

Unsoundness of mind sufficient in the judgment of a civil court to render a person unfit to maintain a contractual or other legal relationship or to warrant commitment to a mental health facility.

Laptop

A portable computer small enough to use on one's lap.

Comped

Given free to repay a favor or as an act of courtesy

Revoked

To take back or remove

Sodomized

Practice anal sex

Census

An official, usually periodic enumeration of a population, often including the collection of related demographic information.

Algorithms

A step-by-step problem-solving procedure, especially an established, recursive computational procedure for solving a problem in a finite number of steps

Indenture

A contract binding one party into the service of another for a specified term;
A concave cut into a surface or edge

Domesticity

Home life or devotion to it.

Gynecologist

A physician specializing in gynecology; The branch of medicine dealing with health care for women, especially the diagnosis and treatment of disorders affecting the female reproductive organs.

Amicably

Characterized by or exhibiting friendliness or goodwill; friendly.

Subpoena

A writ requiring appearance in court to give testimony.

Vulnerability

The condition of being laid open to something undesirable or injurious

Morality

The quality of being in accord with standards of right or good conduct.

Grave

Serious

Politics is a game

Do not take politics too seriously

Life is real

Life is not a game so take it seriously

Business is money

Money is the object of business so do not be distracted by other matters

Reality is hard

Life can be difficult

Dream is beautiful

Think about anything you want

WATCH THE MOVIE

The run time is 127 minutes.

Use English subtitles or no subtitles but do not use Chinese subtitles.

EXERCISES AFTER WATCHING THE MOVIE

4. READING ASSIGNMENT

Sexual Harassment

Sexual harassment is a form of sex discrimination that violates [Title VII of the Civil Rights Act of 1964](#). Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.

The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.

The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

Unlawful sexual harassment may occur without economic injury to or discharge of the victim.

The harasser's conduct must be unwelcome.

It is helpful for the victim to inform the harasser directly that the conduct is unwelcome and must stop. The victim should use any employer complaint mechanism or grievance system available.

When investigating allegations of sexual harassment, EEOC looks at the whole record: the circumstances, such as the nature of the sexual advances, and the context in which the alleged incidents occurred. A determination on the allegations is made from the facts on a case-by-case basis.

Prevention is the best tool to eliminate sexual harassment in the workplace. Employers are encouraged to take steps necessary to prevent sexual harassment from occurring. They should clearly communicate to employees that sexual harassment will not be tolerated. They can do so by providing sexual harassment training to their employees and by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on sex or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII.

Statistics

In Fiscal Year 2004, EEOC received 13,136 charges of sexual harassment. 15.1% of those charges were filed by males. EEOC resolved 13,786 sexual harassment charges in FY 2003 and recovered \$37.1 million in monetary benefits for charging parties and other aggrieved individuals (not including monetary benefits obtained through litigation).

Sexual Harassment

While many men don't understand or realize it, sexual harassment is widespread within the workplace. Many women, and yes, a few men, will experience sexual harassment during their work careers. While some victims can get beyond the negative impact of sexual harassment, others suffer severe emotional stress.

You, as an employer, need to be particularly aware of sexual harassment issues. No matter how small a business you run, no matter how much you dislike formal workplace rules—you absolutely must have a solid, enforced policy on sexual harassment.

- **The definition**

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964.

Some states further refine this definition, and those state laws must be adhered to in addition to the federal laws.

- **The law**

Even if you have one employee and he or she seems perfectly happy in the position, you need to consider sexual harassment and have a basic understanding of the laws that attain to it.

Sexual harassment is prohibited by federal law in all U.S. workplaces with over fifteen employees. Many state laws further reduce the size of companies that must adhere to sexual harassment regulations. Suits for damages resulted from sexual harassment may, and often are, brought against employers. While your company is liable only for the managerial behavior regarding discrimination practice, in the case of sexual harassment you are responsible for the actions of all employees.

Sexual harassment suits can generally be classified into one of two categories: “quid pro quo” and hostile environment.

- **A “quid pro quo” lawsuit**

“Quid pro quo” harassment occurs when a coworker or supervisor pressures another employee into an unwelcome sexual activity by either promising a positive award such as a promotion, or threatening negative consequences such as dismissal. It is possible to lose a sexual harassment lawsuit even if the suggestion of sexual activity and the threat are only implicit. For example, a supervisor who repeatedly asks a subordinate for a date despite his or her repeated refusal may be deemed to be implicitly seeking sexual favors and, because of the nature of the reporting relationship, to be implicitly offering “quid pro quo.”

Even if the firm has a policy against sexual harassment, if the single “quid pro quo” situation occurs with only one supervisor, and senior management has not been informed regarding the situation, the company may be held liable for sexual harassment.

- **A hostile environment lawsuit**

The courts are beginning to define a hostile environment using what is referred to as “a reasonable woman standard.” This is because most, but not all, sexual harassment affects women. The courts will hold an environment to be sexually hostile if the behavior is

severe and/or pervasive enough for a reasonable woman to feel it is interfering with her work performance or creating an intimidating, hostile, or offensive working environment. Unfortunately, there is a lot of room for interpretation here, and the ruling of one court may differ significantly from that of another.

Because there are activities that one person may find offensive while another does not, the safest route to developing a nonhostile sexual environment within your workplace is to eliminate all activities that may cause offense. Ban sexual jokes, the posting of female calendars in men's rooms, or even comments on dress or appearance that may pose offense to some.

And, because the courts have interpreted a hostile environment as defined by "a reasonable woman," you need to pay quick and sharp attention to any feedback from people who feel offended within your workplace.

- **Policies**

You should have a written policy on sexual harassment no matter how small a company yours may be. Offices that provide employment for two people, with no third party present, can create a sense of tension in some employees from the outset, and can cause the implications of comments, real or not, to be magnified. Small commercial or home office environments might more conducive to sexual harassment than would be true of a big, bustling office employing hundreds.

Your policy should specifically prohibit sexual harassment. You may wish to cite examples of what would be considered sexually harassing behavior. You should implement a grievance procedure that allows complainants to bring their complaints to someone other than their supervisor. Employees should have the option of placing grievances before either a male or a female. If you don't have enough personnel to effectively set up a grievance committee within your organization, appoint an outsider—perhaps your attorney.

Your written policy on sexual harassment should be posted in a highly visible location and/or distributed to all employees, including new hires. You should go over your policy, verbally, in a company-wide meeting and record any such meetings.

- **Taking action**

If a sexual harassment claim is made, it should be carefully investigated regardless of how trivial it may seem. Remember, each person has a different personal code for what he or she deems to be offensive behavior.

It is important that appropriate steps be taken against any employee whose behavior has been found to be sexually offensive. Depending upon the nature of the offense and its duration, the disciplinary action may only be a quiet closed-door chat, or it may be as extreme as termination of employment.

You absolutely must take appropriate action in sexual harassment matters, but you need to be careful that you don't trample on the rights and respect due the alleged offender. Determining appropriate disciplinary action won't be easy, especially if the offender denies the behavior. You should always consult with an attorney when you are facing the ramifications of a sexual harassment charge, especially if the nature of the charge is different than those you may have dealt with previously. Remember, you could end up being sued by both the victim and the alleged offender, and it isn't beyond the realm of possibility that both claimants could win their legal suits!

US SUPREME COURT

The Supreme Court on June 26, 1998, made employers more liable for incidents of sexual harassment. Ruling on two sexual harassment cases, Faragher v. City of Boca Raton, and Burlington Industries Inc. v. Ellerth, the Supreme Court basically stated that the employer is responsible for the actions of the supervisor, even when the employer is unaware of the supervisor's behavior. An employer can no longer claim that they did not know about the sexual harassment because the employee did not inform them, nor can they claim that they were unaware of the supervisor's behavior.

The Supreme Court also stated that the court will no longer heavily rely on the two different forms of sexual harassment, "quid pro quo" and "hostile environment." The Court called these two forms of sexual harassment of "limited utility" in assessing employer liability. As a result, an employee that refuses the unwelcome sexual harassment of a supervisor, and who suffers no adverse job consequences, can still bring a sexual harassment lawsuit against her employer if the employee can show they were discriminated by the sexual content. The employee will not necessarily be required to show a loss of advancement, retaliation, loss of income, or stress as they once did under "quid pro quo" and hostile-environment. They will need to show that the nature of the sexual content they experienced caused them to experience discrimination.

This means that even though the employer has a policy against sexual harassment and even when sexual harassment training is provided to their supervisors; they still can be held vicariously liable in cases where a supervisor uses sexual content to discriminate against an employee. The courts are now looking at what a "reasonable person" would determine to be sexual content that could cause discrimination versus the old standards of quid pro quo and hostile-environment. The Supreme Court did not throw out these standards, but will not rely on them as courts have in the past.

The Supreme Court created a two-part test to be used by employers in defending themselves against a sexual harassment lawsuit.

- 1.) The employer needs to show that they took reasonable care to prevent and correct any sexual harassment behavior within their workplace.

2.) The employee unreasonably failed to take advantage of any preventive or corrective opportunities provided by the employer.

Lower courts have even been apply vicarious liability and the two part test to determine employer responsibility in cases involving other forms of protected discrimination under Title VII. Deffenbaugh-Williams v. Wal-Mart Stores Inc. and Fierro v. Saks Fifth Avenue.

If you are an employer, it is time to change how you deal with sexual harassment in your company. Currently at least 40% of all women report being sexually harassed at some point in their career, and men currently account for 11.6 % of all sexual harassment cases filed with the EEOC. So, the chances of your company needing to respond to a sexual harassment concern is great. Be prepared and you will likely deal with it successfully for all parties involved.

WHAT TYPES OF CONDUCT HAVE BEEN FOUND TO BE "SEXUAL HARASSMENT?"

Sexual harassment is far broader than a threat along the lines, "If you want to keep your job, you'll have to go to bed with me." Courts and agencies — after considering all of the circumstances in the particular cases — have found the following types of conduct to be illegal sexual harassment:

- (1) repeated sexual innuendo, obscene or off-color jokes, slurs, lewd remarks and language, and other offensive sexual comments;
- (2) content in letters and notes, facsimiles, e-mail, graffiti that is of a sexual nature or sexually abusive;
- (3) sexual propositions, insults, and threats;
- (4) sexually-oriented demeaning names;
- (5) persistent unwanted sexual or romantic overtures or attention;
- (6) leering, whistling, or other sexually suggestive sounds or gestures;
- (7) displaying pornographic pictures, calendars, cartoons, or other sexual material in the workplace;
- (8) coerced or unwelcome touching, patting, brushing up against, pinching, kissing, stroking, massaging, squeezing, fondling, or tickling;

(9) subtle or overt pressure for sexual favors;

(10) coerced sexual intercourse (e.g., as a condition of employment or academic status). In a unanimous decision of the U.S. Supreme Court in April, 2001, a supervisor's isolated single crude remark was not enough to trigger a sexual harassment case under the federal civil rights law (Clark County School District v. Breeden). The justices stated that, based on the reasoning in previous cases, sexual harassment refers to a pattern of "severe or pervasive" abuse; the supervisor's offhand, one sex remark was not the type of behavior that supported a sexual harassment claim, though the employee might think it was unlawful harassment.

6. WRITING ASSIGNMENT

Using no more than three sentences state the moral of the story and how it may apply to you now or in the future. This is a business writing assignment and time is money so do not waste the reader's time with unnecessary verbiage.

Write a letter to your friend telling them why they should watch this movie.

7. Internet Research

Use "Google – English" search engine for internet research assignments.

Research Wal-Mart sexual harassment

8. ISSUES FOR DISCUSSION, DEBATE OR ESSAY

What acts constitute sexual harassment in the workplace?

Why does corporate culture dictate initial denial of any wrongdoing or culpability?

How can a woman in the business world be a successful BITCH without being a bitch?

Is there a glass ceiling in China?

Is there sexual harassment in Chinese universities between students and teachers or administrators?

What is your employer's policy regarding sexual harassment?
