

Chef Holly Moore

Holly Moore is a 27 year old woman who has recently been hired by “*Le Carousal*”, a fine dining restaurant in the prestigious five diamond “GLOBE” Hotel. With several years experience as a line cook, Holly is tasked with running the *Garde Manger* station during the restaurant busy lunch period.

Everyone quickly takes to Holly who is originally from Texas, besides being a great chef; she is friendly, personable and has an infectious laugh. Her immediate supervisor is Sous Chef, Henri Pascal. Henri, who is originally from France, has years of experience and is considered to be one of the finest Sous Chefs in the City. He is also well liked and is known for his practical jokes and wicked sense of humor.

Mornings are busy at *Le Carousal*, with everyone hurrying to finish their prep for the busy lunch rush. The mood in the kitchen is tense at times; however, Henri often breaks the tension with a harmless prank or joke. Because much of his staff is French, much of the conversation as well as much of the kitchen commands are spoken in French.

After two months of work, Holly makes an appointment to speak with Cindy Hernandez, the Director of Human Resources at GLOBE. She explains that she is unhappy at the restaurant and site Sexual Harassment as the reason. Holly goes on to explain the Henri Pascal, her immediate supervisor is constantly making inappropriate comments and telling jokes much of which are spoken in French and although Holly does not speak French she can tell that several comments are directed at her.

Ms. Hernandez then calls the Executive Chef and Henri into her office. She explains Holly’s claims and asks for their side of the story. Henri is shocked, “I thought she liked me, she always laughs at my jokes.” When questioned, the executive chef replies; “it’s a kitchen, what does she expect; boys will be boys.”

- In your opinion, is this a case of Quid pro quo sexual harassment or a case of Hostile environment harassment? Make sure to explain both types as part of your answer?
- Do you think Holly has a legitimate claim of sexual harassment in this instance, why or why not?
- Does the fact that Holly does not speak French lessen her charges?
- If you were a member of the Hotel’s Diversity Committee, what suggestions would you make to The Human Resources Department in order to avoid this type of situation in the future?
- Regardless of the outcome of this case, what would be some of the challenges for Holly and Henri working together in the future?