

Case 1

Good atmosphere amongst co-workers

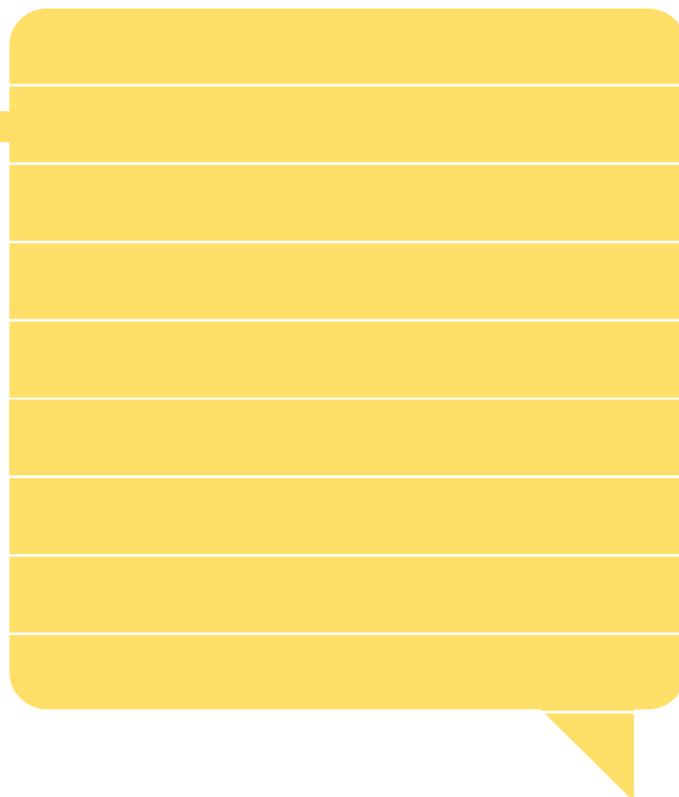
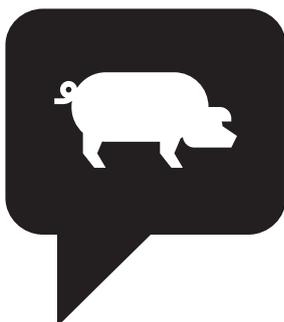
Jeanette works in a small daycare centre. She is happy with her job – professionally and socially. There is always a good atmosphere amongst co-workers, and several see each other socially.

It is a hot summer's day and Jeanette is wearing shorts and strappy blouses as she walks around the playground with the bigger children. Her older colleague Hans stands close to her and says he wishes it were hot every day so he could see so much of her skin.

When Jeanette gets off work, she calls her colleague Hanne to tell her what happened. Hanne gets really angry. "Hans, that pig. It's just too much!" she exclaims.

Hanne advises Jeanette to mention the incident to their leader, Birgitte. "But I can't," Jeanette says, "Birgitte and Hans see each other in privat". Hanne and Jeanette agree that Jeanette will take some time to think about how she will tackle the situation –and that they will then talk again.

When Jeanette comes to work the next day, several of her co-workers can feel that she is not as she normally is.



Case 2 You're so beautiful

Anna is so happy to have landed her traineeship. She is eager to get started and show what she can do. Her manager, Torben, is a guest lecturer on the course and is a skilled facilitator. The first week is going well. The introduction program works well, the assignments are exciting, and her co-workers are nice. Torben has also taken very good care of Anna. They have had several meetings where they have talked about what Anna wants out of her trainee time. On Friday morning, Anna gets a text from Torben. "Hi Anna, there are several of us from the office who are going for a Friday afterwork beer to-day. Would you like to come along?" Grateful to be invited, Anna responds with a happy smiley emoji.

Practically everyone turns up for the Friday session. One beer turns into a lot more. After a few hours, only four co-workers are left plus Nanna from Marketing. When Anna goes off to the bathroom, she bumps into Torben. He grabs her shoulders, looks deep into her eyes and says, "You're just so beautiful!". Confused, Anna wriggles away, mutters: "Thank you" and goes back to the others.

She feels she wants to go home. Something feels wrong. She drinks her beer fast and gets up to go. Anna's supervisor Signe and Torben call out: "Aanna, stay a little longer". Torben had just bought her a new round and hands her a beer. "Ok, but only one more," she says. Signe smiles and laughs at her, leans against Torben and puts her head on his shoulder. Then Torben immediately pulls Anna to him and gives her a hug. Soon after, Anna feels Torben's hand on her thigh. Nanna from Marketing exclaims: "No, Torben ..."



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Case 3

Another perk of the job

Eighteen months ago, Wasim got a job in a social education centre. Right from the beginning, he found that the atmosphere amongst the staff was very free. Several of his co-workers were also seeing each other socially. Wasim himself now has some good friends with whom he works really well. He also sees them after hours.

This year's Christmas party is going to be a real blast. There is entertainment, people laughing, dancing and drinking. During the evening, events are extensively recorded.

Wasim wakes up the next morning when the phone rings. It is Kamma, a good, trusted co-worker who was also at the party. She asks him to check out their group on Snapchat and then call back.

On the snap there are several pictures of Wasim really going for it on the dance floor. In one of the pictures, he can be seen leaning forward, with a view of his whole upper body. Their co-worker Trine had posted the picture on her post, writing: "Another perk of the job."

Wasim calls Kamma back, saying "I really don't know what to do? After all, Trine is the union rep!" Kamma tells Wasim she will stop by his in a couple of hours.



Case 4 But I think he prefers men

There is a department meeting, and several of Karen's co-workers are a little late since their section is so busy. Karen sits with three of her co-workers and the team coordinator. While Karen and the team coordinator sit working on the agenda, the other three chat. Among other things, they talk about how nice it is when a handsome porter comes by from time to time.

"Well, Esben, he's an ass-grabber," Nete says. Everybody laughs. "But I think he's into men," Johanne says. "Then he'll just have to take me from behind," Nete replies. The three colleagues laugh even louder.

Karen and the team coordinator look at each other. The team coordinator raises her eyebrows and stretches her arms and laughs a little, while shaking her head to show it is a little too much.

Karen looks at the three grinning colleagues and quickly nips out into the passageway to make sure no one else has heard the comments. She feels that she does not like the situation.

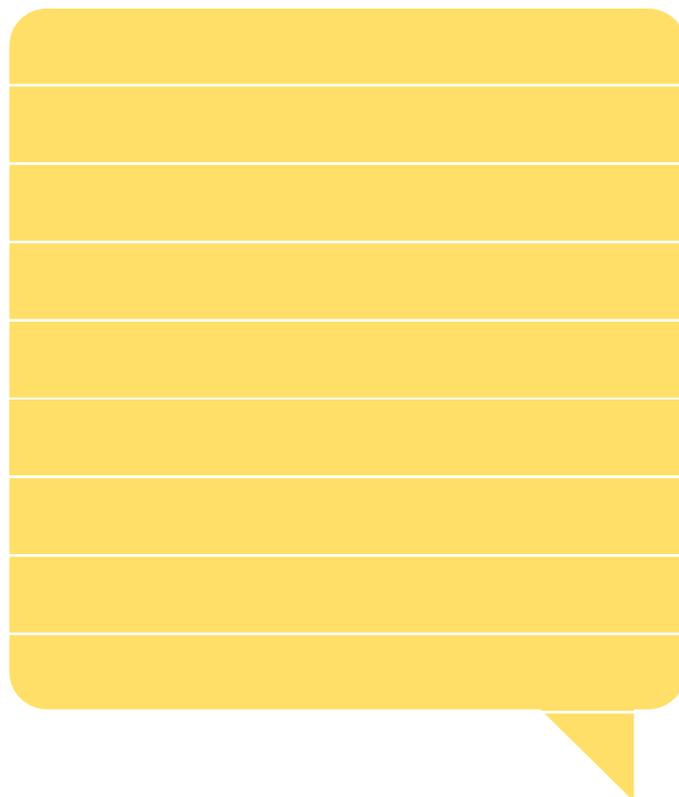
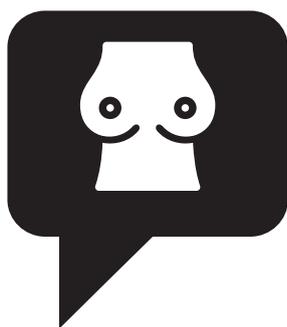


Case 5 I have never found him to be like that

Saliha has just graduated and got her first job in home-care. She is happy with the work and feels good about her co-workers. She does however have a problem with a certain client, Jens. Every time Saliha looks at him, he is looking openly at her breasts. On a few occasions he has also commented on them.

At first, Saliha just ignores it. She knows Jens has some mental problems. Lately, however, Jens has become more and more overt. The comments are more frequent, with direct sexual overtones. He has also given her a slap on the bottom.

One day, when Saliha is on her way to Jens, she can feel that she is getting a lump in her stomach. During the lunch break, she tells her three co-workers Milena, Signe and Ines about what has been happening. Milena looks at Saliha baffled and says, "Well, I've never found him like that. That sounds strange." Signe shrugs her shoulders and mutters: "Well, that's just the way it is once in a while". When the break is over, Ines takes Saliha aside and says...



Case 6

I think you're the only one who will do

Simone works in a medical ward. For the past fortnight, Ole has been hospitalised with a spinal cord infection. Ole's son Markus has visited the hospital almost every day since Ole was admitted.

One day Simone comes to give Ole his medicine. Simone can feel Markus following her with her eyes. Suddenly he says, "My dad really enjoys having something nice to look at while he's here." Simone feels offended by the remark, but smiles politely at Markus, who winks back. The next day, Simone asks her co-worker Henrik if he would like to check if Markus is in Ole's room before she goes in. When Henrik enters the room, Markus exclaims: "Hey, where's that hot little brunette who's looking after my dad?". Henrik laughs a little and replies that Ole will have to settle for him.

Simone is standing out in the passage and hears it all. Henrik's reaction upsets her. It doesn't get any better when he comes out of the room and laughs, "I think you're the only one who will do."

During the following lunch break, Simone sits down with a good colleague, Sif. She starts to tell her about Markus but Sif interrupts to say "Henrik just told me about him ..."

