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Pertinent Testimony re Gov. Cuomo Conduct Constituting Sexual Harassment

I. Inappropriate or Harassing Remarks

Governor denied saying he would date “anyone over 22.”

The Governor discussed infidelity and whether she had cheated on her husband. Tr. 5

You should show some leg, and told her she looked good for her age and was hot.

II. Unwelcome & Inappropriate Touching

Governor hugged her. I

III. Problematic Culture of Governor’s Office

Witnesses afraid they would have their careers destroyed if they complained or reported the misconduct.

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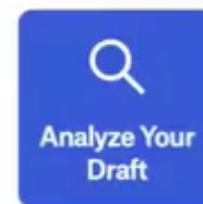
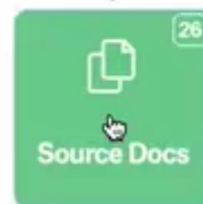
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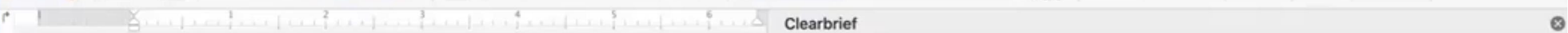


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Witnesses afraid they would have their careers destroyed if they complained or reported the misconduct.

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Pertinent Testimony re Gov. Cuomo Conduct Constituting Sexual Harassment

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Tr. 5

Suggestions

AG Report at 53

AG Report at 145

AG Report at 18

Tr. 394

AG Report at 62

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How To Video

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Andrew Cuomo Highly Confidential
July 17, 2021

1 A P P E A R A N C E S (CONTINUED)

3 SULLIVAN & CROMWELL LLP

4 Attorneys for Andrew Cuomo

5 125 Broad Street

6 New York, New York 10004-2498

7 BY: SHARON L. NELLES, ESQ.

8 212-558-4000

9 nelless@sullcrom.com

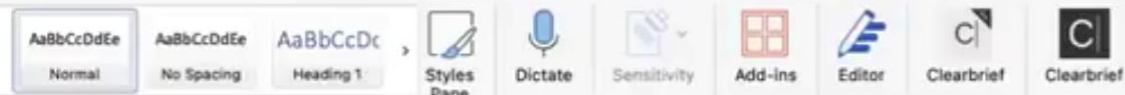
10 BY: NICOLE FRIEDLANDER, ESQ.

11 JACOB G. SINGER, ESQ.

18 ALSO PRESENT:

19 CHRISTIAN BIDONDE,

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GOVERNOR ANDREW M. CUOMO

Joon H. Kim
Jennifer Kennedy Park
Abena Mainoo
Rahul Mukhi

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Pertinent Testimony re Gov. Cuomo Conduct Constituting Sexual Harassment

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Tr. 5

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AG Report at 53

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Tr. 394

AG Report at 62

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that—like a real hug.⁴²⁴ Ms. Bennett testified that the Governor then said he was lonely and that he wanted a girlfriend in Albany.⁴²⁵

In the same series of conversations, the Governor asked her if she had ever been with older men and whether she thought age mattered in relationships.⁴²⁶ According to Ms. Bennett, while she was trying to figure out how to answer the Governor's question, he cut her off and said, "I don't think [age differences] matter."⁴²⁷ The Governor then said that he would have a relationship with someone who was "22 and up," or "over the age of 22."⁴²⁸ Ms. Bennett noted that earlier that day she and the Governor had discussed the fact that she had recently turned 25.⁴²⁹ The Governor also asked Ms. Bennett if her last relationship had been monogamous.⁴³⁰ The Governor then explained to Ms. Bennett that she had trouble being monogamous in relationships (which was not something she herself had said) because of her past as a survivor of sexual assault, and that she required having "control" in relationships.⁴³¹

At one point during this conversation, Ms. Bennett tried to change the topic by discussing a tattoo that she wanted to get for her birthday.⁴³² The Governor insisted that she get the tattoo on her butt rather than her shoulder, so that people would not see it if she were wearing a dress.⁴³³ The Governor also asked Ms. Bennett about her piercings, and asked if she had piercings anywhere other than her ears.⁴³⁴ Ms. Bennett described this conversation as "painfully awkward."⁴³⁵

⁴²⁴ *Id.* at 167-2-9.

⁴²⁵ *Id.* at 167-24-168-2. At some point during the summer of 2020, likely before June 29, 2020, Ms. Bennett shared with Staffer #2 that the Governor had said or done something that had made her very uncomfortable. Staffer #2 conveyed this information to Staffer #3. Staffer #2's recollection was that the Governor had tasked Ms. Bennett with finding the Governor a girlfriend during the May 2020 conversation.

⁴²⁶ *Id.* at 168-5-8. A Trooper with whom Ms. Bennett frequently interacted when she worked for the Governor said that Ms. Bennett once told him that the Governor joked about her finding the Governor a girlfriend, and asked Ms. Bennett if she had ever had a relationship with someone older.

⁴²⁷ *Id.* at 168-9-14.

⁴²⁸ *Id.* at 168-14-23. Another staff member of the Executive Chamber also recalled that Ms. Bennett told him, following her change in position to a health policy advisor role (which occurred in June 2020), that the Governor had told her that he would date a 22-year-old, which had made Ms. Bennett uncomfortable, and that Ms. Bennett had spoken to Ms. Mogul and Ms. DesRosiers about this. Ms. Bennett also recalled that in Ms. Bennett being moved to the health policy position, Ms. Bennett had had a conversation with Ms. DesRosiers about the conversation. His supervisor responded

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Tr. 5

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AG Report at 53

AG Report at 145

AG Report at 18

Tr. 394

AG Report at 62

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AG Report at 14E

AG Report at 19

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AG Report at 62

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⁴²⁶ *Id.* at 168:5–8. A Trooper with whom Ms. Bennett frequently interacted when she worked for the Govt

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Tr. 5

AG Report at 53

Suggestions

AG Report at 145

AG Report at 18

Tr. 394

AG Report at 62

Finalize Draft

Q. You didn't say anything about the selfie?

A. No, not that I remember.

Q. After that day where you took the selfie, did you give her a hug when she left?

A. I may very well have.

MS. GLAVIN: Was this -- to get my time right, this was New Years Eve?

MR. KIM: 2019.

MS. GLAVIN: Okay.

Q. At any point in time, did you ask Ms. Comisso whether she had fooled around with anyone outside of her husband while she was married?

A. No. She volunteered on a number of occasions that she was seeing other people.

Q. She volunteered that?

A. Yes.

Q. Okay. Who did she say she was seeing?

A. When I saw her, she said she had an old boyfriend who she was

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[AG Report at 151](#)

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Andrew Cuomo Highly Confidential
July 17, 2021

1 Q. Yeah.

2 A. No.

3 Q. You didn't say anything about the

4 selfie?

5 A. No, not that I remember.

6 Q. After that day where you took the

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8 A. I may very well have.

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14 Ms. Comisso whether she had fooled around

15 with anyone outside of her husband while she

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18 of occasions that her people.

19 Q. She volunteered that

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Employee depo at 191

AG Report at 21

AG Report at 20

AG Report at 63

AG Report at 143

AG Report at 142

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that journalists are looking at or others. I didn't want to be involved in that.

Q. Did anyone from the Executive Chamber ever reach out to you about the comments that the Governor made to you?

A. No.

Q. Have you had any interactions with the Governor since the press conference?

A. No.

Q. Outside of what you read in the press, have you seen, heard or heard about the Governor touching anyone?

A. No.

Q. The Governor hugging anyone?

A. No.

Q. Groping anyone?

A. No.

Q. Kissing anyone?

A. No.

Q. Making sexually suggestive

The Governor discussed infidelity and whether she had cheated on her husband. AG Report at 53; Tr. 394

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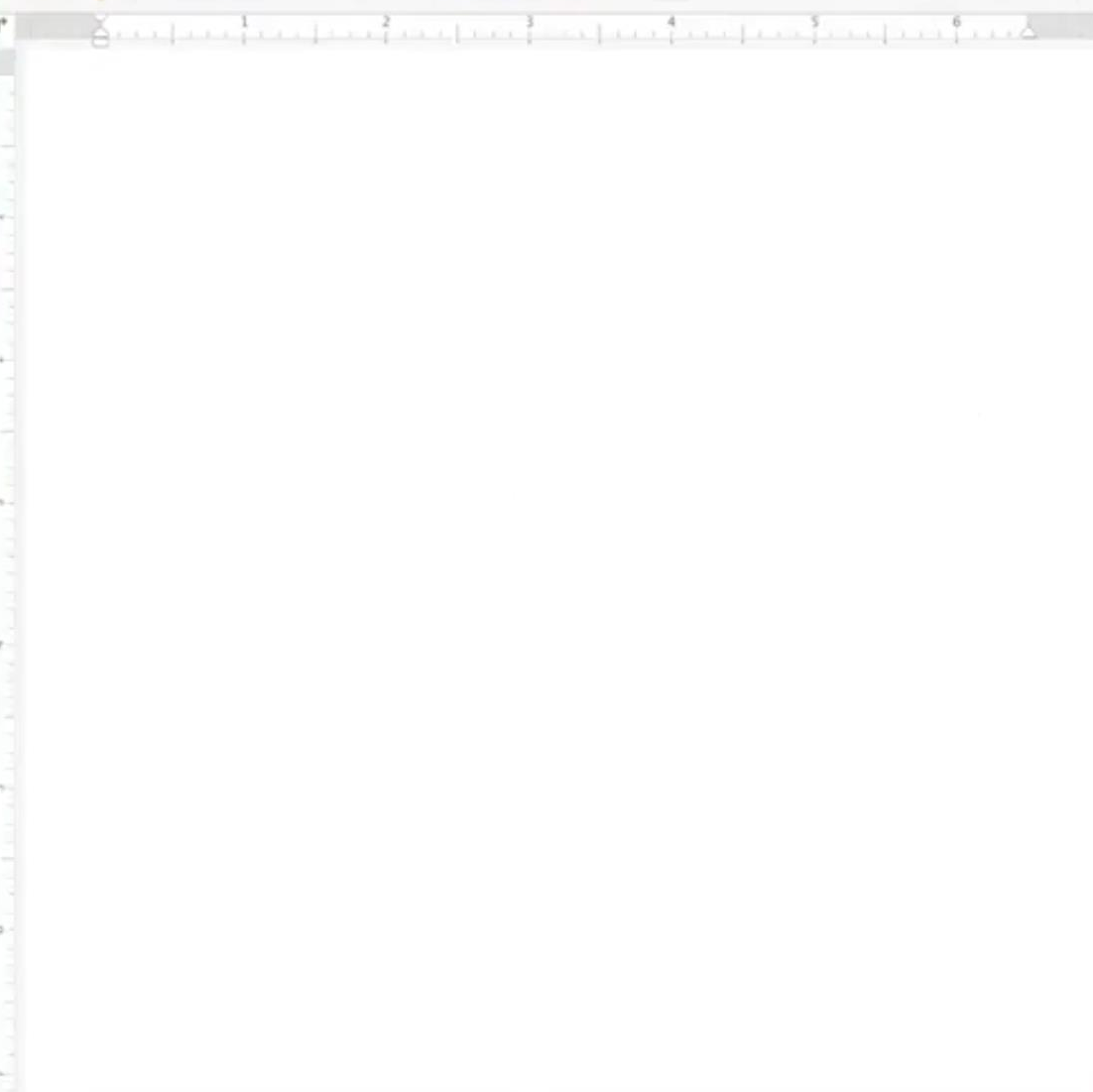
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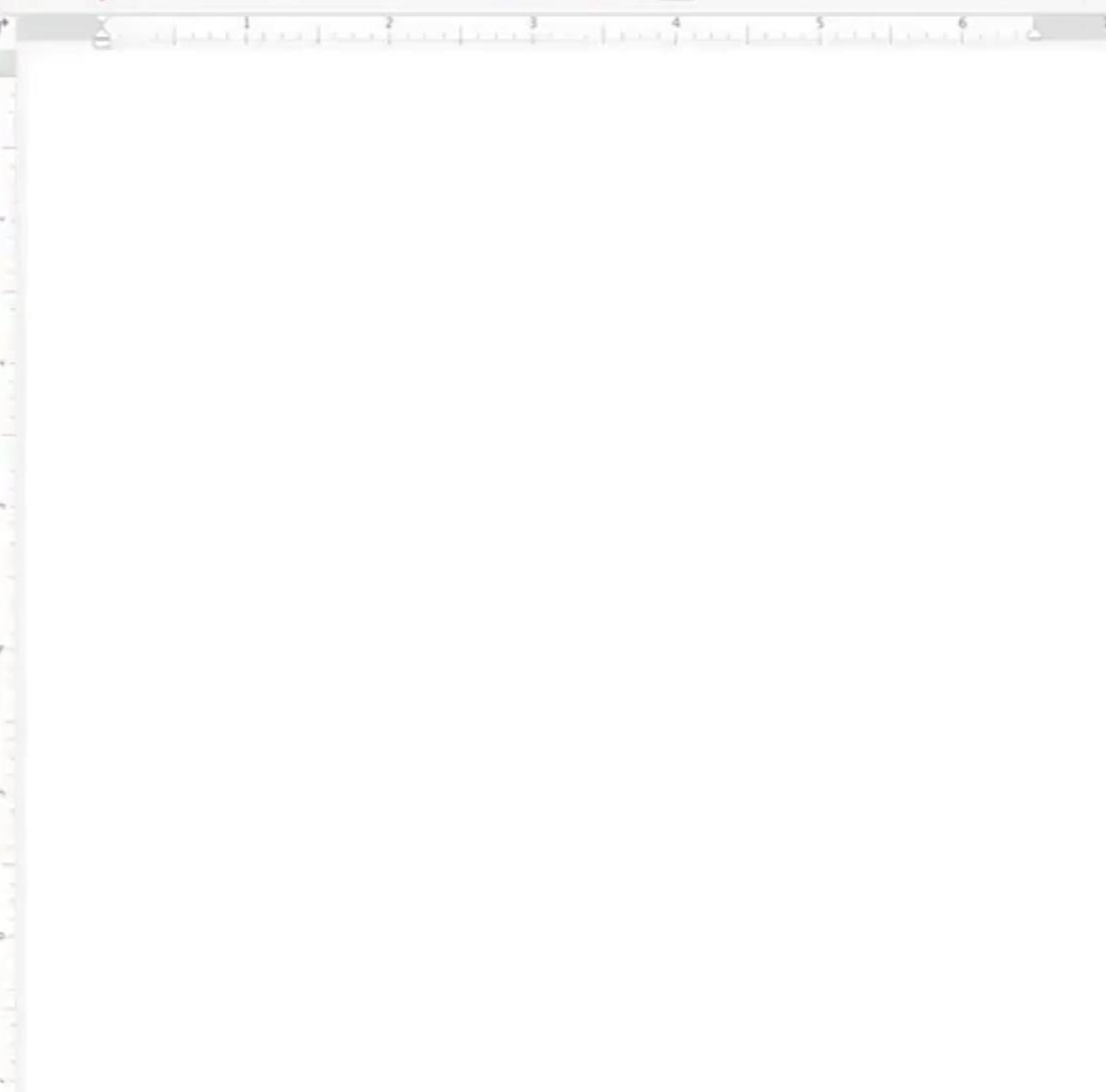
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In 2017, Kaitlin, a witness, was questioned about Governor Cuomo's habit of sending roses to "everyone." [Depo of Kaitlin at 87](#). She clarified that by "everyone," she meant the women in his inner circle on the 39th floor, including Annabel Walsh, Stephanie Benton, Jill DeSrosiers, Dani Lover, and Staffer #6. Depo of Kaitlin at 87. She was unsure if the men or executive assistants received them. Depo of Kaitlin at 87.

On Valentine's Day, the Governor gave out roses to everyone. Depo of Kaitlin at 86. Kaitlin noted that other women received perfume, but she did not. Depo of Kaitlin at 87. When asked about the roses, she confirmed that they were given out on Valentine's Day and that each person received one rose. Depo of Kaitlin at 86.

Ms. Benton testified that she created the list of 592 individuals who should receive roses on Valentine's Day. AG Report at 70. The Governor testified that a friend in public relations had recommended that he send roses only to women on the staff in the office on Valentine's Day, and that is why he did that. AG Report at 70. He also testified that he usually did not see the list of recipients of the roses. AG Report at 70.

On Valentine's Day, the Governor gave roses to female staffers and arranged to have one delivered to Kaitlin, the only one on her floor. Tr. 208. When asked about this, the Governor responded that he had gotten into trouble for not sending roses and now was getting into trouble for sending them. Tr. 208.

In 2017, Kaitlin was asked if she had any personal knowledge about anyone not on the 39th floor getting a rose on Valentine's Day. Depo of Kaitlin at 88. She stated that she did not remember anyone else receiving a rose, but she believed that another woman was probably a recipient of a rose from the Governor on Valentine's Day. Depo of Kaitlin at 88.

The Governor recalled Ms. Benton telling him to give roses to all the women on the 39th floor of the Executive Chamber's New York City office. AG Report at 69. At least one other staff member remembers receiving a flower with a note stating that it was from the Governor on Valentine's Day. AG Report at 69.

Kaitlin was asked if anyone else on her floor received a rose from the Governor. Depo of Kaitlin at 88. She was also asked if she told anyone else about the rose when it happened. Boylan at 115. She mentioned that three women observed him bringing the rose. Boylan at 115.

Kaitlin was asked about the year that another woman received the rose. Depo of Kaitlin at 87.

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Source: [Deposition of Kaitlin Former Employee.pdf](#)

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- [Depo of Kaitlin at 87](#)
- [AG Report at 85](#)
- [AG Report at 78](#)
- [AG Report at 70](#)

Suggestions

Finalize Draft

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Witness 5/19/21

1 before, whatever the working day was, yes.

2 Q And what year was that?

3 A That would have been 2017.

4 Q Everyone got the roses. What do you

5 mean by everyone?

6 A I probably should not have said

7 everyone, every or at least I thought it was

8 everyone that was on the 39th floor there that

9 was a women that I saw, it was [REDACTED], Annabel,

10 [REDACTED], Annabel Walsh, Stephanie Benton,

11 Jill DeSrosiers, Dani Lover, Staffer #6,

12 who I -- is Staffer #6 now. I don't know if

13 the men received one. I don't know if Andrew

14 Ball did or Alphonso. I don't know if

15 executive assistants received them. I guess

16 when I said everyone, I meant his inner circle.

17 Q The w inner circle?

18 A Yeah.

19

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In 2017, Kaitlin, a witness, was questioned about Governor Cuomo's habit of sending roses to "everyone." Depo of Kaitlin at 87. She clarified that by "everyone," she meant the women in his inner circle on the 39th floor, including Annabel Walsh, Stephanie Benton, Jill DeSrosiers, Dani Lover, and Staffer #6. Depo of Kaitlin at 87. She was unsure if the men or executive assistants received them. Depo of Kaitlin at 87.

On Valentine's Day, the Governor gave out roses to everyone. Depo of Kaitlin at 86. Kaitlin noted that other women received perfume, but she did not. Depo of Kaitlin at 87. When asked about the roses, she confirmed that they were given out on Valentine's Day and that each person received one rose. Depo of Kaitlin at 86.

Ms. Benton testified that she created the list of 592 individuals who should receive roses on Valentine's Day. AG Report at 70. The Governor testified that a friend in public relations had recommended that he send roses only to women on the staff in the office on Valentine's Day, and that is why he did that. AG Report at 70. He also testified that he usually did not see the list of recipients of the roses. AG Report at 70.

On Valentine's Day, the Governor gave roses to female staffers and arranged to have one delivered to Kaitlin, the only one on her floor. Tr. 208. When asked about this, the Governor responded that he had gotten into trouble for not sending roses and now was getting into trouble for sending them. Tr. 208.

In 2017, Kaitlin was asked if she had any personal knowledge about anyone not on the 39th floor getting a rose on Valentine's Day. Depo of Kaitlin at 88. She

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- Lindsay Boylan.pdf
- NY Attorney General Investigation Report.pdf

Timeline Medical Timeline

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[452564_2022_ PEO PLE OF THE STAT E OF v PEOPLE O F THE STATE OF EXHIBIT S_1604 at 19](#)

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9.5 Governing Law.

This Agreement shall be construed according to and governed by the laws of the State of Delaware, excluding any conflict of laws rules. To the extent permitted by applicable law, the provisions of this Agreement shall override the provisions of the LLC A to the extent of any inconsistency or contradiction between them.

IN WITNESS WHEREOF, the Member has caused this Agreement to be duly executed as of the date first written above.

MEMBER:

[Ivanka Trump Revocable Trust dated August 13, 2010,](#)

By: 

Ivanka Trump, Trustee

13 / 14

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	Mr. Henninger requested individuals on the phone to identify themselves. Participants included Darrell Johnson, Andrea Leshak, John Ferrolli, and Tiffany Ikeda, all associated with the Department of Justice or Eli Lilly.	CDALEDEP 3545:1-14
	Joseph Nadeau was sworn in and confirmed his name. Mr. Pirozzolo noted that it had been "about a week or two" since the Government and NECC concluded their examination.	CDALEDEP 3545:15-20, 3545:21-25
Hexachlorophene Manufacturing Testimony, Metro-Atlantic and NECC Relationship	Mr. Nadeau confirmed working summer jobs between 1962 and 1965, including at Metro-Atlantic and New England Container. He attended Ponaganset High School during this time.	CDALEDEP 3546:1-9, 3546:10- 3547:1, 3547:2-11
Hexachlorophene Manufacturing Testimony	Mr. Nadeau stated he was drafted into the Army in 1965 and served for two years. He returned to Rhode Island and worked for Crown Chemical. He last worked at the Centredale site in August 1965.	CDALEDEP 3547:19- 3548:2, 3548:3-11, 3548:12-23
Hexachlorophene Manufacturing Testimony	Mr. Nadeau testified about hexachlorophene manufacturing, recalling it was present during his employment but unsure of the duration. He confirmed his previous testimony from December 17, 2002, about the product being made for "a good eight months anyhow."	CDALEDEP 3549:3-9, 3549:10-18, 3550:10-18, 3551:1-12, 3551:18-25
Hexachlorophene Manufacturing Testimony, Main Building Description	Mr. Nadeau confirmed previous testimony about drains in the main building's basement. He described the land as sloping slightly from Route 44.	CDALEDEP 3552:1-9, 3552:10-18, 3552:19- 3553:6
Main Building Description	Mr. Nadeau described the basement as below grade with windows set on a concrete foundation, approximately three feet off the floor. He could not recall looking out the windows.	CDALEDEP 3553:7-16, 3553:17-25, 3554:1-10

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3548:3-11
- CDALEDEP
3548:12-23

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How To Video

152

1 A. Something like that, yes.
 2 Q. So your best memory is the years would
 3 have been '62, '63 and maybe '64 or --
 4 MR. BRYAN: Objection. Vague.
 5 A. I think the last two stints were at
 6 Metro-Atlantic. I think '64 through '65 was at
 7 Metro for sure. '63, '64 may have also been with
 8 Metro-Atlantic. Not too sure of that, and then
 9 '62 I believe was -- '62, '63 was the New England
 10 Container. I may have worked one, maybe two
 11 summers. I don't remember.
 12 Q. All right. Thank you for the
 13 clarification.
 14 A. It's fuzzy.
 15 Q. So that would have been when you were
 16 what, sophomore, junior, senior in high school?
 17 MR. BRYAN: Objection. Vague.
 18 A. Somewhere... yes.
 19 Q. Did you work anywhere when you were in

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Garcia_Did you Mean_May 2024

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US SUPREME COURT CASES

United States Dep't of Agric. v. Moreno, 413 U.S. 528 (1973)..... 14, 21, 25, 28, 29, 31, 31, 32

City of Cleburne v. Cleburne Living Ctr.,
473 U.S. 432 (1985).....14, 17, 18, 27, 32, 32, 32, 32

 *Reed v. Reed*,
404 U.S. 71 (1971).....15

✶ *Royster Guano Co. v. Virginia*,
253 U.S. 412 (1920).....15

 *Plyler v. Doe*,
457 U.S. 202 (1982).....*16

Mathews v. Lucas,
427 U.S. 495 (1976).....17

 Heller v. Doe by Doe,
509 U.S. 312 (1993).....17, 24, 26, 27

 *Romer v.*
517 U.S. 620 (1996).....*12 17

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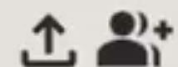
The retired peace office exemption further violates the Supreme Court's instruction, in cases like *United States Dep't of Agric. v. Moreno* 413 U.S. 528 (1973), and *City of Cleburne v. Cleburne Living Ctr.*, 473 U.S. 432 (1985), that legislatures cannot enact distinctions among similarly-situated groups for the simple purpose of disadvantaging a disfavored group. *Varnhese v. China Southern Airlines Co Ltd* 925 F.3d 1339 (11th Cir. 2019).

This Court “review[s] *de novo* challenges to a dismissal for failure to state a claim under Federal Civil Rule 12(b)(6).” *New Mexico State Inv. Council v. Ernst & Young LLP*, 641 F.3d 1089, 1094 (9th Cir. 2011). This “review is generally limited

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Party B

Green Tech Company

Attorney

John Senior | DecsionsMaker1@company.com

Accepted Terms

Yes

Attorney

Preston Motion | partyb@nextlevelmediation.com

Accepted Terms

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9:25 AM

Waters Enterprises claims that **GreenTech Solutions** breached their supply contract by delivering only 6,000 out of the agreed 10,000 lithium-ion batteries, with 500 units being defective, and seeks specific performance and \$1.1 million in damages for lost revenue and inspection costs [2][9]. **GreenTech Solutions** argues that supply chain disruptions, considered a force majeure event, caused the delays, and insists that the defective units were within acceptable industry standards, seeking to reduce or eliminate damages [5][2].

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Research Assistant

How can I help you today?

9:25 AM

summarize the dispute in 2 sentences and bold the names

11:17 AM

Waters Enterprises claims that **GreenTech Solutions** breached their supply contract by delivering only 6,000 out of the agreed 10,000 lithium-ion batteries, with 500 units being defective, and seeks specific performance and \$1.1 million in damages for lost revenue and inspection costs [2][9]. **GreenTech Solutions** argues that supply chain disruptions, considered a force majeure event, caused the delays, and insists that the defective units were within acceptable industry standards, seeking to reduce or eliminate damages [5][2].

11:18 AM

create a mind map of the documents and include as much detail as necessary to understand the dispute landscape

11:18 AM

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Diagram



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00 out of the agreed 10,000
being defective, and seeks
in damages for lost revenue
ch Solutions argues that supply
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units were within acceptable
e or eliminate damages [5][2].

and include as much detail as
landscape

11:18 AM

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industry standards, seeking to reduce or eliminate damages [1][2].

11:18 AM

create a mind map of the documents and include as much detail as necessary to understand the dispute landscape

11:18 AM

Here's a detailed mind map illustrating the dispute landscape between Waters Enterprises and GreenTech Solutions:



This mind map provides a comprehensive overview of the key components and details involved in the dispute.

11:18 AM

Given the delay in the delivery of batteries, create a causal map using the flowchart diagram that explains how Waters lost 1.1 million dollars

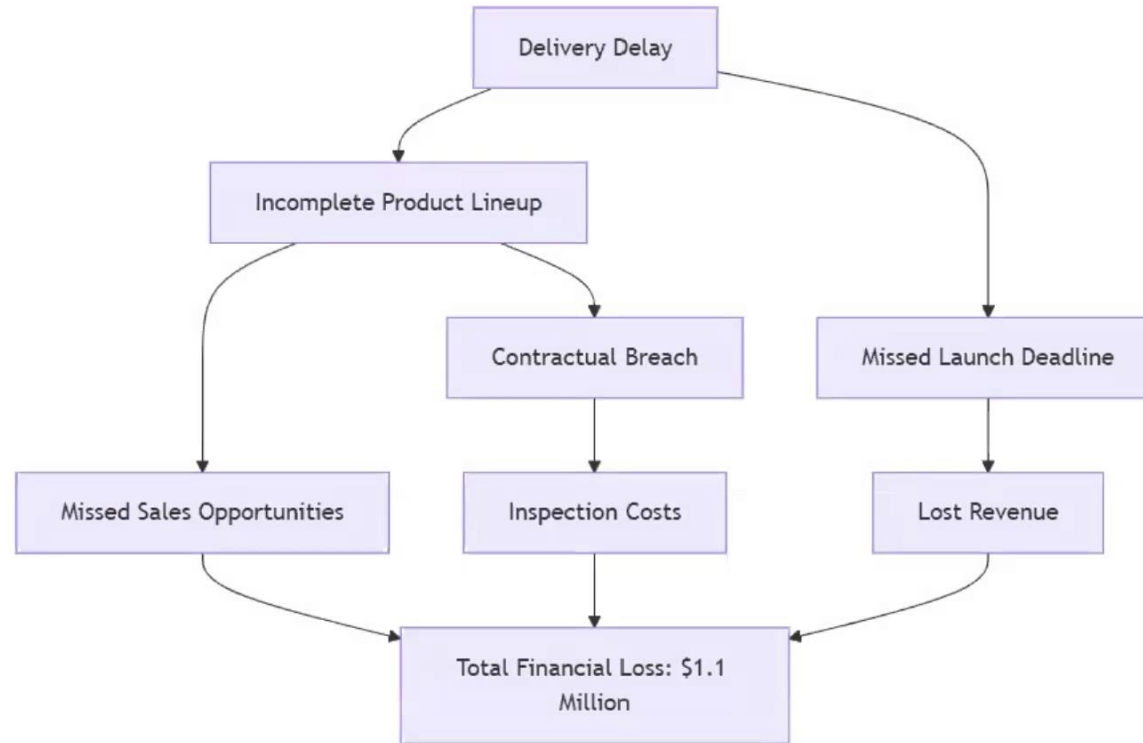
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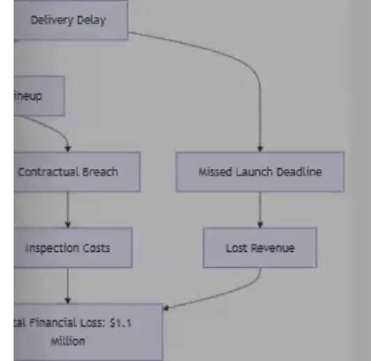


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of batteries, create a causal map using
explains how Waters lost 1.1 million

11:21 AM

Illustrating the causal relationship of
very led to Waters losing \$1.1 million:



quence of events starting from the
incomplete product lineup and missed
n caused missed sales opportunities,
venue, and ultimately, the total financial

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Here is a flowchart diagram illustrating the causal relationship of how the delay in battery delivery led to Waters losing \$1.1 million:

```
graph TD; A[Delivery Delay] --> B[Incomplete Product Lineup]; A --> C[Missed Launch Deadline]; B --> D[Missed Sales Opportunities]; B --> E[Contractual Breach]; C --> F[Lost Revenue]; E --> G[Inspection Costs]; D --> H[Total Financial Loss: $1.1 Million]; G --> H; F --> H;
```

This flowchart shows the sequence of events starting from the delivery delay, leading to an incomplete product lineup and missed launch deadline, which in turn caused missed sales opportunities, contractual breaches, lost revenue, and ultimately, the total financial loss of \$1.1 million.

11:21 AM

create a timeline diagram of the dispute

11:22 AM

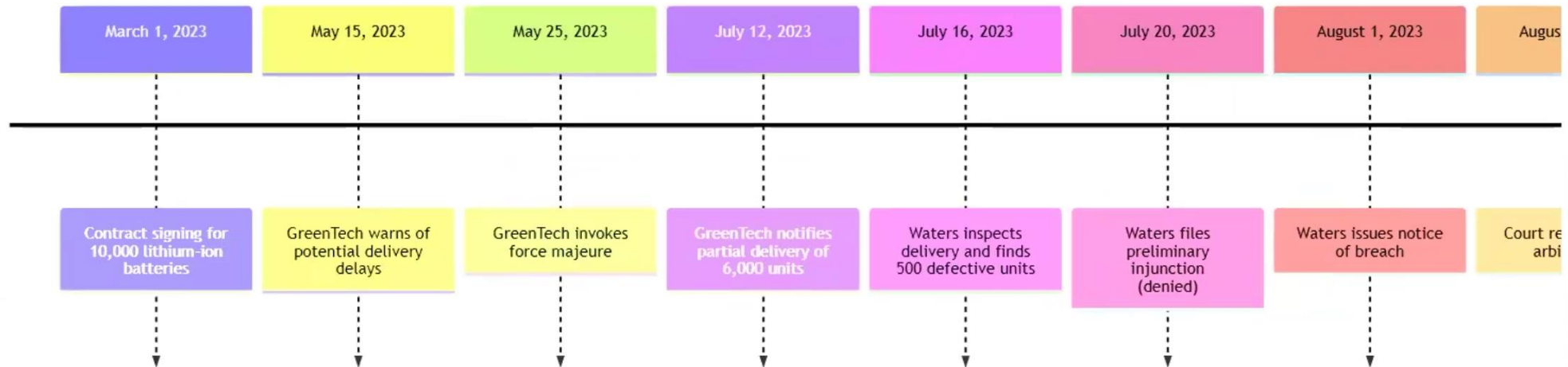
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Key Events in the Dispute between Waters Enterprises and GreenTech Solutions



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delivery delay, leading to an incomplete product lineup and missed launch deadline, which in turn caused missed sales opportunities, contractual breaches, lost revenue, and ultimately, the total financial loss of \$1.1 million.

11:21 AM

create a timeline diagram of the dispute

11:22 AM

Here is a timeline diagram illustrating the key events in the dispute between Waters Enterprises and GreenTech Solutions:

Key Events in the Dispute between Waters Enterprises and GreenTech Solutions

This timeline provides a chronological overview of the significant events throughout the dispute.

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construct a sequence diagram of the email correspondence

11:23 AM

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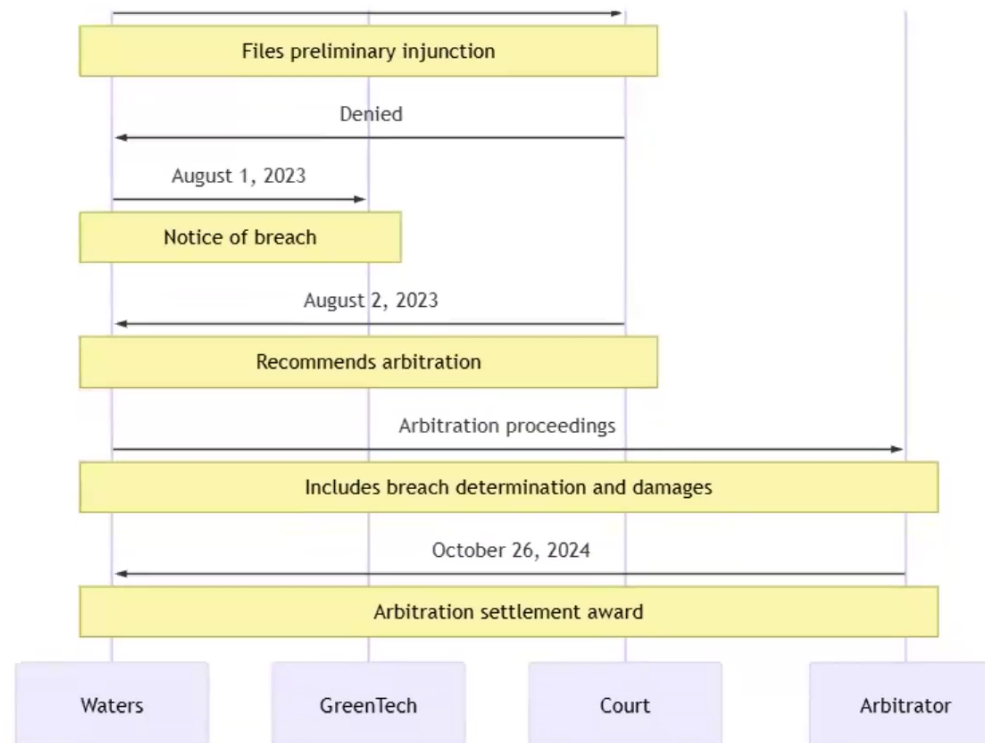
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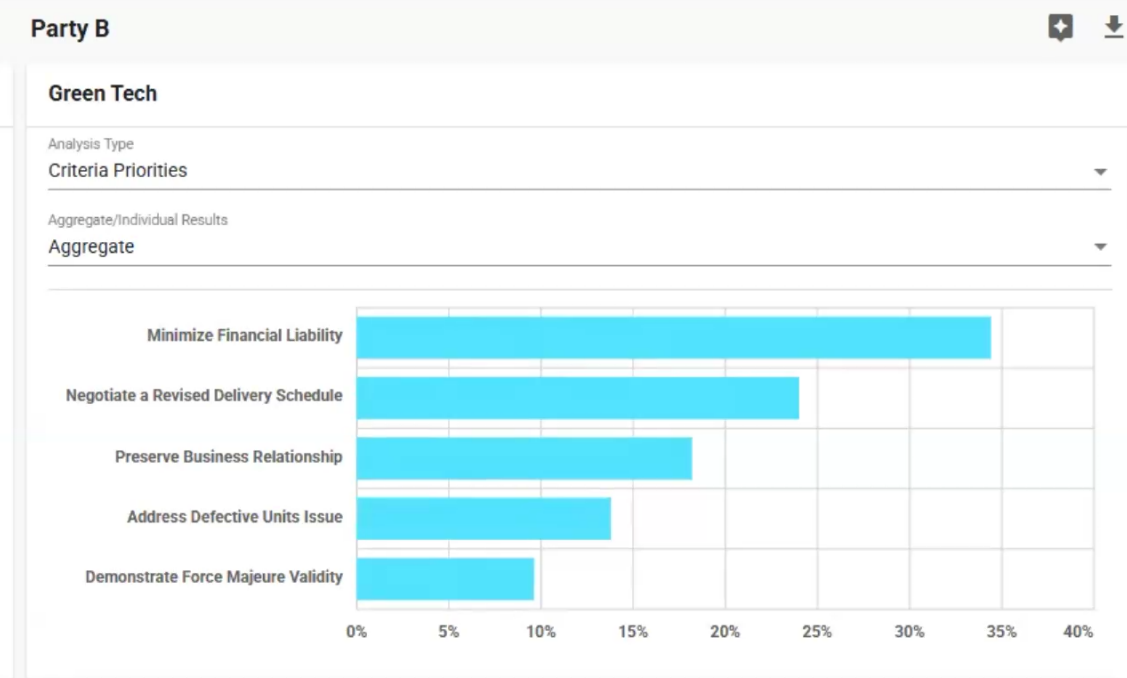
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Assessments Results



Party B

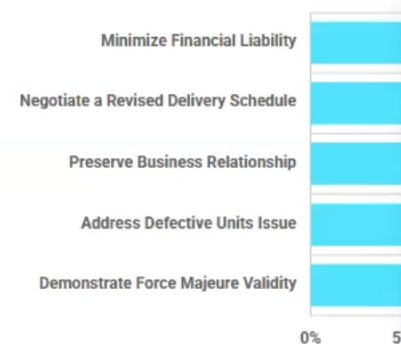
Green Tech

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Aggregate/Individual Results

Aggregate



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A compromise could involve **Party B** agreeing to a partial compensation for **Party A's** lost business opportunities, while **Party A** agrees to a revised delivery schedule that accommodates **Party B's** constraints. This would address **Party A's** need for damages and **Party B's** aim to minimize financial liability.

Both parties could agree to a joint effort to address the "Defective Units" issue. **Party A** seeks "Compensation for Defective Units" with a priority of 24.47, while **Party B** wants to "Address Defective Units Issue" with a priority of 13.78. A collaborative approach could involve **Party B** providing replacements or repairs, thus ensuring future contract compliance and maintaining the business relationship.

To ensure future contract compliance and demonstrate **Force Majeure Validity**, both parties could agree on clearer contract terms and conditions that outline responsibilities and contingencies. This would help **Party A** ensure future compliance and allow **Party B** to validate their force majeure claims, fostering trust and reducing future disputes.

Waters Enterprises could accept a revised delivery schedule for the remaining 4,000 batteries, with GreenTech Solutions providing a slight discount or additional units to compensate for the delay and defect rate.

GreenTech Solutions could offer a limited-time credit or rebate on future orders to Waters Enterprises as a gesture to maintain their business relationship and offset any inconvenience caused.

Both parties could establish a joint quality assurance team to oversee the production and delivery processes, ensuring future shipments meet the agreed-upon standards and timelines.

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Description

Waters Enterprises could accept a partial financial compensation from GreenTech Solutions for the defective units while both parties collaborate on a quality assurance program to reduce future defects.

Type

Value With Term

Transaction

Party A Get Party B Give

Value Type

Percent

Is Action Required By Me

No

Has Agreement Been Reached

Yes

Proposal History Count

6

Settlement Ranges

Proposals

80%

60%

40%

20%

0%

Value

Time

Target

Reservation Value

No settlement ranges have been entered. By default this information is private. You can share this information with only the facilitator by entering the ranges and toggling mediator access.

Current Proposal

PA

Green Tech Company agreed proposal

Agreed

Party A gets 48%

Terms

Remainder of batteries must be delivered in 5 months

1/7/2025 9:18:11 pm

Proposal History (6)

Show Chances

Envisioning the OMBOT

- Available 24x7
- Trained on best practices and ethical guidelines
- Designed to be friendly, accessible, and conversational
- Totally confidential
- Can refer to a human ombuds at any time
- Closest I have seen so far:

yppoTM

Addressing Workplace Concerns

Your Portable Personal Ombuds helps you resolve conflicts at the workplace with confidence.

English Español

yppo' Addressing Workplace Concerns

What's the issue about?

☐ Relationship with Bosses

☐ Relationship with Colleagues

☐ Discrimination

☐ Sexual harassment

Next



yppo' Addressing Workplace Concerns

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INTRODUCTION TO

Supervisory relationship

Your boss can be one of the most impactful aspects of your job. Good bosses can help you feel valued, respected, and motivated to reach your potential. Bad bosses can create stress, fear, and negatively impact your workplace experience in a variety of ways. Your boss has managerial authority over your work expectations as well as the formal evaluation of your performance.

- Many people can struggle with their boss in a wide variety of situations.
- A bad boss can cause deep suffering to those they manage and can have a negative impact on the entire organizational culture and even the bottom line.

Data show that a fair number of cases might involve some level of misunderstanding. So you may be unsure about what is going on, what to do at this point, and whether you need someone else, a third party, to help you.

- If you think there might be some misunderstanding, or you feel like trying to deal with the situation without third-party help, this section presents scenarios and available options, with pros and cons.
- If you try one or more options and decide you need third-party help, or you decide you want to go directly to third-party help, this section also presents scenarios and available options, with pros and cons.

None of the following scenarios may match exactly your situation. Also, your situation may be unique or unusual. In general, there is no one-size-fits-all solution in human interactions. Still, one or more of these examples might help you decide how best to handle the situation.

How would you describe the issue?

☒ My boss bullies me

☐ They are micromanaging me

☐ They don't make time for me

☐ They seem to favor a colleague or disfavor me

☐ They evaluated me unfairly

☐ They don't treat me with respect

☐ They use diminishing language when talking to me

☐ They use diminishing language behind my back

☐ They criticize me in public without talking to me first

HOW TO DEAL WITH

My boss bullying me

Here's your reading overview:

- 1 Why it is so difficult?
3 min >
- 2 Before you do anything
3 min >
- 3 Options to deal effectively with the situation
5 min >
- 4 Bringing in a third party
5 min >
- 5 Additional resources
1 min >

Why it is so difficult

INTRO

Being bullied in the workplace by your boss can create frustration, uncertainty, damage confidence and trust, and disrupt your preferred working style.

Research shows that many people experiencing bullying behavior by their boss will do nothing, at least at the beginning.

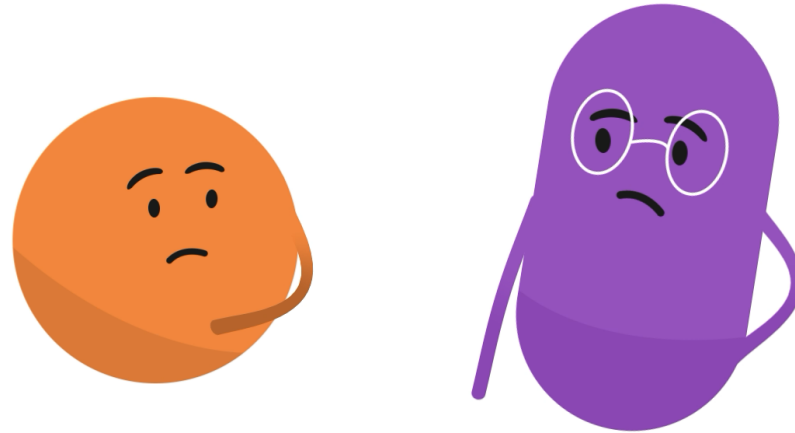
- They may hope the unwanted behavior will just go away.
- Often, though, doing nothing can make matters worse, and the other person might think the behavior is welcome.
- Doing nothing is hardly ever a good choice in similar cases.

But doing or saying something, such as making a direct accusation, can be tricky, too. Here are some things to keep in mind as you consider the options we will discuss:

- People usually do not know everything about the situation.
- You may be unsure if your perceptions of the situation are accurate.
- It is important not to let emotions such as frustration or anger, however real they are for you, control any interactions you have.
- Always consider the value of taking a deep breath and pausing before taking action.

What can go wrong if you talk directly to your boss without being prepared? If you have not tested your assumptions, and decide to respond without thoughtful planning, here's an example of how the start of this conversation might go:

Handling a Harassment case



Supervisee might say this ...