



Courts in the Era of #WeToo

HANDOUT

Module 2 - Segment A

Small Group Discussion: Preventable Scenarios

Scenario One

- Victim: Law Clerk
- Alleged Harasser: Chief Judge
- Location of incident(s): Chambers and restaurants
- Nature of incident(s):
 - Ongoing and escalating pattern of pretextual requests for the clerk to work late for the apparent purpose of pressuring the clerk to accept dinner with the judge.
 - Dinners began with a tone of professional development and are becoming increasingly flirty.
- Reporting status: Clerk told a clerk in another chambers, who has - unauthorized - asked an administrator how to support but is unwilling to identify the victim.

Scenario Two

- Victim: Clerk's Office employee
- Alleged Harasser: Another Clerk's Office employee (peer - same level)
- Location of incident(s): Clerk's Office
- Nature of incident(s): Their supervisor has personally witnessed two problematic engagements:
 - (1) Overheard the alleged harasser making a comment about the victim's clothing; and
 - (2) Witnessed the alleged harasser apparently graze their hand across a private area of the victim.
- Reporting status: None. Rumors are the two may be dating.

Scenario Three

- Victim: Public Visitor
- Alleged Harasser: Court Security Officer
- Location of incident(s): Entrance
- Nature of incident(s):
 - Upon checking the visitor's ID, the Court Security Officer made it a point to loudly refer to the visitor by the name indicated on the ID (which is traditionally given to persons who identify as a gender different from how the visitor presents).
 - When the visitor affirmed their name, the security officer said, "move along, tranny."
- Reporting status: The visitor emailed a general courthouse account.

Scenario Four

- Victim: Janitorial staff
- Alleged Harasser: Attorney
- Location of incident(s): Restroom
- Nature of incident(s):
 - The attorney groped the janitorial staffer.
 - They have conversed in passing over the years; otherwise the incident seemed out of the blue.
- Reporting status: Janitorial staff dialed 911 immediately after the incident; police just arrived to the scene.

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Integrating Prevention into Systems

Consider each system player and list activities in which they can engage with the system player for that circle.

Example: For Judicial Officers (as part of the Court/Courthouse circle), a potential activity may be a brown bag lunch discussion on power and control dynamics in judicial workplaces.

System Players - What activities could engage:

- **Court/Courthouse**
 - Judicial Officers
 - Court administrators/clerks
 - Courthouse management
 - Security
 - County/State government
- **Court-Related Services**
 - Court services
 - Probation
 - Custody evaluators
 - Pretrial services
 - Prosecutors
 - Public defenders
 - Legal Aid or similar
 - Civil attorneys
 - Corrections department
 - Restitution/Collections
- **Community Systems**
 - DV advocates/shelters
 - Police
 - Prosecutors
 - Public defenders
 - Batterer intervention services
 - Child protective services
 - Health care providers

- **Community-at-Large**
 - Voters
 - Service clubs
 - Churches
 - Schools/educators
 - Media
 - Special interest groups