

WEATHERS AND EVANS

Full materials for the scenario are available from the Harvard Law School Program on Negotiation [Clearinghouse](#). The following abstract is taken from this website.

SCENARIO: Mary Weathers is a second-year associate in the tax department at Barr & Madison, a large Seattle law firm at which Bill Evans is a partner. Although Mary has not worked with Bill, Bill has attempted to converse with Mary on a number of occasions and has invited her to dinner when they were both working late. Bill believes these interactions to be friendly gestures by a partner to a hardworking young associate. Mary, however, is uncomfortable with what she feels is unwanted attention from a male superior, who (unbeknownst to him) has a reputation as a womanizer. After several conversations and invitations, Mary pre-empts any further offers from Bill by mentioning that she has a boyfriend.

Because of a downturn in the local economy, Barr & Madison is forced to dismiss several young associates, one of whom is Mary. Mary is concerned that her dismissal might be related to her interactions with Bill, who happens to serve on the hiring committee. At the same time, Bill learns that an anonymous letter is about to be published in a local law journal implicitly accusing him of sexual harassment. Bill and Mary meet to discuss these and other concerns.