

Film #1

Video Title: Harassment

Draft – Version 2

Policy Related to: Policy on Sexual Harassment

Compliance and Ethics Week Theme: Prevent (Sexual Harassment)

Short Summary of Film: This film will chronicle an employee’s experiences with the fads of the office over the past couple years and then their experiences with the new one “Sexual Harassment.” Short interviews with the employee will take place followed by examples portrayed through short clips.

Dialogue	Visual/Accompanying Clips
David: “I’ve been an employee here for about 12 years now, so I am no stranger to seeing the trends of the time come and go in the office. Up until now they have at least been fun. Well, fun might not be the right word...harmless. That’s the word was looking for. “	One on one interview with just David on camera sitting in a chair. Acting as if there is another person behind the camera. Looking to the side of the camera. Sitting in a chair.
David: “In 2008 it was parkour. Remember when everyone was running and jumping off of things in the street? It turned into an internet sensation. In fact, it was even in one of the bond films. It’s pretty impressive. The goal is to get from point A to point B as creatively as possible. So technically people in the office were doing parkour, as long as point A was delusion and point B was the hospital. “	People jumping off desks and calling out their tricks. Going from chair to chair and doing wall runs/somersaults/spins/sliding down the front stair banisters. End the clip with people standing somewhere and calling out a huge trick with “gainer” in it but just as someone is about to do it JBT walks by and says, “What the hell are you doing on the table. Get off there and get back to work.”
David: “Then in 2011 planking came around. People in the office hated the interns that year for planking. Basically, you lied like a plank in weird places. That’s it. Sometimes they got kicked, stepped on, crushed by the elevator doors...welcome to the internet.” 2011 intern who now works at office: “Planking? I was an intern back when planking first started here. Planking was one of those things where you either had it or you didn’t. (pause) I didn’t. But I still loved being a part of it!”	Clips of people planking all over the office. Other people walking in seeing them, looking at the camera and shaking their head and walking away. (ex #1) Mike laying on Laurels Desk (Laurel walks in and yells): “Mike!” (ex 2) Short clip of planking on Mikes filing cabinet (ex #3) Someone walks out of the glass office door to see an intern laying in between the doors of the elevator not letting it close. Looks at the camera, takes the stairs. (ex #4) In the parking garage on top of someone’s car (owner walks out): “You gotta be kidding me. Not again”

<p>David: ""To be entirely honest now though, I'm not really sure how I feel about this new fad one going around. I think they're calling it "sexual harassment." Of course the less mature employees here have bought into it but essentially there are several employees here who seem to get a kick out of harassing their peers. Half the time no one even knows what they're saying because they're saying things only they understand. Netflix and chill? What does that even mean!?"</p>	<p>Camera Shot only of David again.</p>
<p>[Clip #2] (David at table in break room. In background of scene. Group of three girls walk in with a guy following them.) Girl 1 (flirtily): "...so the box is right over here. Do you think you and your big muscles can help us with it please?" Guy: "Yeah absolutely. Where do you want it?" Girl 1: "Just in the closet on the ground is fine. Be careful and take your time though!" (Guy bends down and slowly picks up box. All the girls get behind him and pull out their phones to take pictures. Guy puts box in closet and turns around but girls hide their phones.) Guy: "Is there anything else I can help you with?" Girl 2: "Actually we're wondering if you can help us reach the stapler on the top shelf. We can't get that high." (Guy takes chair from under the desk and gets on it and grabs stapler. Girls take phones out again and hide them when he turns around.) Guy: "Alright, I have to get back to work. You know where to find me if you need anything else." (Guy leaves) (As the group of girls is leaving) Girl #1: "Make sure to add those to the group chat." (Camera swings around to David at the table and he shakes his head)</p>	<p>Group of girls and one guy in a big open space. Chair. Box on ground.</p>
<p>[Clip #3] Guy #1: "I'd say we have a kind of unfair advantage with women in the office because we watch reality dating shows every week like hawks, and we learn. We absorb information</p>	<p>Filmed outside by the elevators and then camera trails the two guys to the adjacent cubicles. Camera films guy talking to one first. Guy says line then pans over to other guy who was</p>

<p>Laurel: "Explain what?"</p> <p>Kathleen: "Take a look, I was reviewing his performance reports yesterday, and look, over the past two months his performance has steadily decreased...arriving late, less productivity. It might also explain why he has seemed so distracted in meetings and with work I give him.</p> <p>Laurel: "Well's lets go talk to him and tell him he needs to stop right now."</p> <p>Kathleen: "Slow down their cowgirl. We have to handle this very delicately. We can't just go in there accusing him of being an alcoholic because what if there is another explanation. We'll talk to him but in a friendly way and let him know there is an avenue for help if he needs it."</p> <p>Laurel: "Okay."</p> <p>(END SCENE)</p>	
<p>Kathleen: "Hey Will, do you have a second? There's something that I want to talk to you about."</p> <p>Will: "Yeah what's up?"</p> <p>Kathleen: "So I was informed this morning that for the last month the maintenance staff has been finding beer cans in your trash. Yesterday they found 5 more. Now I'm not accusing you but I need to know if you know anything about this?"</p> <p>Will: "This is the first I've heard of this."</p> <p>Kathleen: "See that just doesn't make sense to me though. You're the only one who works in the office."</p> <p>(Will is silent.)</p> <p>Kathleen: "Were you drinking during the day or something? Because there has to be an explanation to why those cans were in your trash."</p> <p>Will: "Like I said before, I don't know anything about this."</p> <p>Kathleen: "Okay, so, as you probably are aware there is something here called the Employee Assistance Program which can help if there is a problem. Why don't we talk about this is a day or two."</p> <p>Will: "I mean I don't know what else we'll have to talk about because I already told you I don't know anything about this."</p>	<p>Kathleen enter will's office. He is at his desk with the camera behind him and sees him slowly slide a six pack with his foot further under his desk as she walk in.</p>

<p>Kathleen: "Alright. Just remember I'm right around the corner if you want to come talk to me. I'm always here to help."</p>	
<p>SHOW BLACK SCREEN THAT SAYS ONE DAY LATER</p> <p>Casey: "Hey Kathleen, do you have a minute?" Kathleen: "Yeah come on in. What's up?" Casey: "So, Tim, Stephanie and I have noticed some changes in Will over the past couple weeks and we thought we should bring it up to you. Other than coming in late a lot and seemed distracted too. He's also been saying and doing some things that just aren't like him. Just the other day I was in the break room with him and he poured a beer into a Dunkin Donuts cup and told me how he wished there was a Keurig machine for beer too. That's not like him." Tim: "And then I was at the barge with about 5 people from work including him two weeks ago and Will had way too much to drink for that social setting. He also said that he was four deep before we even got there and we all thought he was just kidding but when we asked him about it he got very angry at us." Stephanie: "We just went and talked to him about it for an hour or so and he mentioned you brought up something similar last week but he said he denied it all because he didn't want to get in trouble. I think after just talking to him now though he seems pretty open to the idea of getting some help." Kathleen: "Alright thanks for bringing this up. If you see him make sure to let him know that he can always come talk to me in a private setting if he needs to."</p>	<p>Kathleen in her office. Three people enter.</p>
<p>(Filming Kathleen at her desk. Door is open and will comes in and knocks on it.) Will: "Kathleen, can we talk about something?" Kathleen: "Yeah come in." Will: "I want to let you know that you were right in suspecting something was going on with me and I would like to start in the EAP program to try and get some help." Kathleen: "That's great Will, I will help set up your appointments and make sure you're cleared to take time off. This is a great first step Will. Set up an appointment with me later today so I can give you all of the details."</p>	<p>Filming Kathleen at her desk in her office.</p>

Will: "Okay, thanks."	
(BLACK SCREEN. TWO WEEKS LATER)	
(Will enters the office. Sees Kathleen walking back towards him down the hall.) Kathleen: "Hey Will! Welcome back." Will: "Thanks, it's good to be back."	Film clock, showing he is on time.

Film Title: The Critique

Draft #1

Related compliance and Ethics Week Theme: Provide Diversity Training and Film Festival Guidance

Related Policy(s): Diversity Training?

Short summary of Film: The interns are bringing in their scripts to Joshua in order for him to review them but he finds a problem that some of them go too far and might offend viewers based on insensitive material. Turns into a film that hints to the viewer how they should gear the dialogue and content of their film as well as gives them some information about diversity that they might not have known and might be able to use in their films as well.

Character Dialogue	Visuals
<p>David: Gets email from Joshua while at desk. Gets up and goes to look for mike at his desk. (Mike is nowhere to be found. Goes into bathroom and looks under stall. See feet.) Mike is that you? Mike: "Yeah, what's up?" David: "I just got an email from Joshua and he is ready to review out scripts for the film festival with us." Mike: "Okay, I'm almost done, I'll meet you in his office."</p>	<p>David walking through the office towards mike's desk and coincidentally catches him in the hallway. Camera shot from the side shows them facing each other.</p>
<p>(Mike walks in) Mike: "What's up guys?" Joshua: "Hey Mike, have a seat wherever." (Mike sits down, Joshua in chair closest to whiteboard.) Joshua: "Alright, so I glanced through your scripts for the ethics week film festival and I have a few notes. On the whole I really liked the basis of your scripts and how you try to get your point across about some provocative topics like substance abuse, diversity, and sexual harassment. But, some of the dialogue and material in these isn't work appropriate. You have to remember that your audience isn't just the interns you wrote these with; it's all 17,000 people who the festival is open to." David: "So some of the stuff in here might be a little over the top but didn't you tell us that you wanted people to see that they could be provocative with their films? And since we are using these as the models to show everyone won't they all get it that we are just joking around?" Joshua: "Partially, but there is a difference between writing a provocative storyline about a contentious topic versus having the dialogue in</p>	<p>Camera behind Joshua's desk facing the whiteboard. David and Joshua sitting at the table talking about something.</p> <p>Camera on Joshua's face</p> <p>Camera on David's face</p> <p>Pans down to show scripts printed out in front of him</p>

your films be provocative with jokes that might show extraneous stereotypes that don't add anything to the plot and can only be seen as offensive. Let's take your diversity film for example. You have this scene here about an employee fasting for Ramadan.

(CUT TO WHAT SCENE LOOKS LIKE)

David: "Hey Ish, we're headed out to lunch. You want to come? Wait, are you still doing that month long fasting thing?"

Mike: "Yeah, isn't it called like Ramen-dan or something. Can't believe they would name it after a food when you don't get to eat for the whole month."

Ish: "Guys, it isn't for a whole month. And I've told you this before. You have to stop with these jokes."

Jeneeta: "So the thing is that you can't just leave it at that. You have to bring your idea full circle, otherwise it looks like we promote a culture here where discrimination is okay and you aren't reprimanded for it. So what if instead you add something like this to the end of that scene..""

(CUT SCENE TO CORRECT WAY IN OFFICE)

(David and Mike walk into Al's office)

Mike: "Hey Al, you said you wanted to see us?"

Al: "Yeah take a seat...so I overheard you talking to Ishraq about Ramadan earlier and you said some pretty ignorant and offensive things."

David: "I mean we were just joking around, and I'm sure he knew it."

Al: "Well, he seemed pretty upset about it I don't think he did and you guys have to apologize. Next time just ask if he would like to come along and leave out all of your Ramadan jokes okay?"

Mike: "I see where you're coming from with the first part, and I'm trying to imagine how we could work your advice into the second half of this film where the HR hiring team tries to choose a new employee just based off of names on applicants resumes. What about instead of having this scene

be about trying to increase diversity in the workplace the wrong way, we instead make it about someone take a positive view of diversity and show how it can benefit the workplace instead. Even potentially as a way of bridging cross generational gaps.

Joshua: "Exactly. You hit on a key point there too. You have to remember that diversity isn't just about skin color. It's also about things like

Camera backs out to whole room

Camera on mikes face

Clip of two people at a table deciding if the minority candidate is Emma or Maria. Holding two resumes side by side. Camera view in front of them on their faces. "So they both are good candidates but with a name like Maria we can't turn her down for this position!"

diversity of thought, religion, age, and experience. Also, it will help show people that if they are making a film about diversity there are several avenues they can write about; which is something that often gets overlooked.”

David: “Alright I think we understand now more what you are looking for with these. It also sounds like we could use a healthy dose of diversity 101. We’ll make some edits and get back to you with some new drafts.”

Joshua: “Sounds great.”

(Mike and David leave the room)

Joshua looks at the camera: “Interns.”

FILM END

Camera backs out to get all three as Mike and David are standing up