

## **THIS IS THE BOOK BOSSES DON'T WANT YOU TO READ!**

**WHO'S AFRAID OF THE  
BIG, BAD BOSS?**



How to Survive 13 Types of  
Dysfunctional, Disrespectful,  
Dishonest Little Dictators

MARILYN HAIGHT

Available at Amazon.com  
Worded Write Publishing  
Republished February 2008  
ISBN 978-0-9800390-1-6  
Paperback  
250 pages, 6x9  
\$15.00

Marilyn Haight  
20403 N. Lake Pleasant Rd.  
Suite 117-150  
Peoria, AZ 85382  
(623) 825-3845  
E-mail: [info@bigbadboss.com](mailto:info@bigbadboss.com)  
Web: <http://www.bigbadboss.com>

### **GAY EMPLOYEE PURSUED BY STRAIGHT BOSS**

*...My boss keeps hitting on me and I don't know how to stop it. She says she's attracted to me and wants to know when we can go out. It's getting worse. She seems mad that I keep putting her off to the point that she's now overly picky about my work. I told her I'm involved with someone but she doesn't believe me. When we go out as a group after work she always asks me where my girlfriend is...in the office, she says, "Why don't see any pictures of this girlfriend of yours on your desk?" I'm gay and in a committed relationship but I haven't come out yet and I don't want to tell her...*

*I'm afraid she's going to start giving me bad evaluations that I don't deserve, my work is good and I like the job. What should I do?...*

Dear Pursued Employee,

It is inappropriate for a boss to pursue an employee for a personal relationship unrelated to the job. Period. Many companies have policies that prohibit this kind of interaction between managers and their employees. Get a copy of your employer's Personnel Manual from the Human Resources Department and see if this is mentioned. Also find out whether your company has a sexual harassment policy, even though your situation might not be legally defined as sexual harassment at this point.

Then, write a memo to your boss. Tell her you appreciate your professional relationship and believe it is inappropriate to extend that relationship beyond the workplace. Quote the manual if it prohibits this behavior and tell her you don't want to see her career adversely affected. Then say words to this effect:

"Please stop asking me to extend my relationship with you beyond our working relationship. It is a distraction from my job and I want to continue to meet all of my objectives."

Do not threaten her in this memo.

Avoid being alone with her. In social situations at which she is present, group with other col-

leagues—don't allow her to find you alone. If she corners you, excuse yourself immediately to use the rest room or for any other reason. If she continues hitting on you at work, write another memo to her and ask to have someone else present whenever she meets with you, preferably an HR representative, to minimize the distraction and stay focused on the job.

Make sure all of your work goals are clearly stated and measurable, without question, so you can defend your work when she attacks it. Keep all of your communications in writing and store a hard copy in a safe place away from your work environment. This should be enough to stop her. If not, in your third memo to her, copy an HR Manager and attach your previous memos. Read the sample memos in "The Bully Boss" chapter of "Who's Afraid of the Big, Bad Boss?"

Keep any discussion about your sexual orientation out of the conversation—it is not relevant. This is a matter of a boss seeking an inappropriate relationship with an employee. Keep it to that. Your personal business is your own and you have a right to privacy.

It also might be to your benefit to become familiar with the Human Rights Campaign (HRC) at <http://www.hrc.org/>. You do not have to come out to learn about the resources available to you should you ever decide to use them.