
WORKPLACE HARASSMENT STORY SLIDESHOW

By Kent Bewley



CONTEXT & BACKGROUND INFORMATION

- In 2025, there was a 14-point increase from the previous year of workplace harassment cases being reported, with it being 55% in 2025 and only 41% in 2024.
 - According to a [poll conducted by HR Acuity](#), some key issues that workers(regardless of their gender) encountered in the workplace and reported were *favoritism/nepotism*(37%), *bullying/intimidation*(36%), *policy/code of conduct*(27%), and a fourth-place tie between *corruption, age discrimination, gender discrimination and sexual harassment*(22%).
 - There is also the factor of workplace harassment being underreported, as 46% of polled employees cited *fear of retaliation* as a main reason why they didn't report incidents of misconduct.
 - There are complex cases of harassment that occur outside of the workplace as well between multiple employed people, as in the [high-profile case of New England Patriots head coach Mike Vrabel and former NFL reporter for *The Athletic* Dianna Russini having an alleged extramarital relationship that was photographed and documented by multiple witnesses across a six-year period](#).
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INTERVIEW SUBJECT DETAILS & ANONYMITY REQUEST

- The person who was interviewed for this story is a Southern California schoolteacher who wished to have partial anonymity in speaking on this topic. She is in her mid-50s and has worked in different professions before becoming a teacher at a local elementary school.
- Her given name in this story is "Mel", and she agreed to be interviewed via audio recording for this story but important details such as the names of the employer she worked for when she was harassed and the people who harassed her are withheld for not wanting to slander them directly.



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WORKPLACE HARASSMENT ACCOUNT BY INTERVIEWEE

- Interviewee is named Mel, who asked her full name to be withheld for this story, and she is in her mid-fifties and works as a schoolteacher in Southern California.
- Mel worked jobs in her younger adult years as a hair salon receptionist and restaurant waitress, where she was discriminated against for not having "enough makeup on" and not wearing good enough dresses.
- In both instances of discrimination, Mel recalled getting "less and less shifts and job hours as time went on, to where I just eventually felt like I had to quit."
- Full interview can be listened to by clicking the audio embed.



CURRENT EXAMPLE OF UNIQUE WORKPLACE RELATIONSHIP: THE MIKE VRABEL-DIANNA RUSSINI SCANDAL

- An interesting example of an improper workplace relationship between two employees in the same industry is the Mike Vrabel-Dianna Russini situation, where both forged an improper relationship with each other over the course of six years even though both are already married.
 - As an NFL head coach, Vrabel has more protection seemingly in his position with a successful record in taking the New England Patriots to the Super Bowl last season while Russini was an NFL insider in her job reporting for *The Athletic*.
 - On Tue, Apr 7, pictures of Vrabel and Russini hugging each other were leaked by the New York Post's Page Six division and one week later, Russini resigned from *The Athletic* due to an investigation into her relationship with Vrabel.
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PHOTOGRAPHIC EXAMPLES OF VRABEL & RUSSINI INTERACTING WITH EACH OTHER



Pictures of Dianna Russini & Mike Vrabel meeting with each other. Photo Credits: New York Post, TMZ Sports. Top Left: Taken at a Tennessee casino in 2024

INTERVIEWEE THOUGHTS ON WHAT TO DO IN HARASSMENT SITUATION IN WORKPLACE

- Mel said that it would be a hard situation for anyone to deal with being harassed by the owner of a company to speak up and that "you feel like you don't have anyone to go to".
 - She did say that if a co-worker is the one doing the harassing, "you should definitely go to whoever the owner is or the bosses of the company are and say something."
 - Mel also said that contacting the Human Resources department of the employee's company, if applicable, is a good idea for harassed employees to use.
 - Finally, Mel suggests that having another co-worker with you to mediate the conflict of workplace harassment between the harassed person and a boss in order to keep a sense of neutrality and verification of the truth in the situation.
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