

A CHRISTMAS PARTY AT AIT

ABSTRACT

This role play explores issues related to sexual harassment in the workplace. Participate, create, collaborate, plot, learn, laugh and reflect. A playful approach with serious intent!

KEYWORDS

Sexual harassment; Workplace training; Human relations; Blended learning; e-Learning; Reusability.

CONTACT

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DESCRIPTION

A Christmas Party at AIT was originally designed as a training simulation for lecturers in South Adelaide who were interested in developing online role-play teaching techniques. It was designed by Marie Jasinki, Roni Linser and Albert Ip using the Fablusi role play generator.

The key scenario is about a sexual harassment between the CEO and his personal assistant. There are 15 roles each having both a public agenda and a private agenda.

AUDIENCE/GROUP SIZE

This online role play has 15 roles which can be played individually or in teams. It adapts very well to different group sizes.



LEARNING OPPORTUNITIES

Within *A Christmas Party*, participants take on the roles of co-workers in a TAFE institute. The hosting institute's HR manuals related to sexual harassment are used giving players incentive and opportunity to understand the issues of sexual harassment in the context of both a fictitious scenarios and resources and support from their hosting institute.

TIME AND SETTING

The role play, set in the present, was implemented at Central Gippsland Institute of TAFE between 2004– 2006. In its current form it can be used for professional development of staff or for formal studies in HR, organisational behaviour or cultural studies.



RESOURCES

The design of *A Christmas Party* has followed the Fablusi authoring guide (available at <http://www.fablusi.com/corporate/requestDesignDoc.asp>).

The online role play is delivered via Fablusi online role play simulation platform (version 2) providing synchronous and asynchronous communication tools including interaction spaces, private communication among roles, chat (with booking to ensure private discussions as requested by roles). Tasks at different stages provide a structure and assessment opportunities.

LEARNING ACTIVITIES

Participants are placed in teams to represent a role which they play anonymously and in teams. Acting in role, each team is required to submit:

- Role Profile indicating the stake held
- Response to the scenario via interactions with other stakeholders
- Summary Evaluation reflecting on issues and performance

REUSABILITY

The structure and methods of “*A Christmas Party at AIT*” are modeled on the highly successful and robust *role play simulation framework* implemented in Fablusi (<http://www.fablusi.com>). Several levels of reuse are available:

- re-run of the simulation in other host institutions.
- running of the simulation in multiple worlds simultaneously
- modification of any run of the simulations to suit different needs and workplace environments
- re-use of roles with a change of scenario

The screenshot displays the SimMail interface within a Mozilla Firefox browser window. The main content area shows an email from Jim Welsh to Josh Stillwell, dated 21 Oct 2105 14:55:22, with the subject 'Re: Re: Moody Molloy'. The email body contains the following text:

Body:
No worries Josh. Thanks for the advice - but I think I've got him exactly where I want him, thanks to a photo I've discovered of he and Anna Leska in the photocopy room late on the night of the Christmas party.
Cheers,
Jim
Josh Stillwell wrote:
hi Jim,
Malloy is playing you. His tactic is to first attack you as incompetant then bribe you, and finally stab the knife in

Below the email, a list of other messages is visible, including:

- 21 Oct 2105 14:16 Josh Stillwell Mick Malloy: [Re: Bye Bye Joshy Boy](#)
- 21 Oct 2105 13:56 Heath Steer Mick Malloy: [Re: Caught - so GO!](#)
- 21 Oct 2105 09:10 David Drake Heath Steer: [Re: Re: Re: Re: Re: Hey Dave](#)
- 21 Oct 2105 08:33 Mick Malloy Prya Desai: [Re: Re: Re: Re: Re: Re: Re: Re: I want to SEE you!](#)
- 21 Oct 2105 07:58 Wayne Palegrini Jim Welsh: [Re: Re: Re: Re: Re: Re: Screensaver](#)
- 21 Oct 2105 07:38 Prya Desai Mick Malloy: [Re: Re: Re: Re: Re: Re: Re: I want to SEE you!](#)
- 20 Oct 2105 22:12 Jim Welsh Wayne Palegrini: [Re: Re: Re: Re: Screensaver](#)
- 20 Oct 2105 22:04 Jim Welsh Mick Malloy: [Re: Re: Re: Screensavers](#)
- 20 Oct 2105 20:50 Mick Malloy Heath Steer: [Caught - so GO!](#)

On the right side, a 'Moderator Tool Box' sidebar is visible, containing the following links:

- Main
- Moderator Tool Box
- Main Page
- Help
- General Instructions
- Resources
- Organizational Chart
- Quit
- To Do
- Role Profile
- Read Profiles
- Read Scenario
- Summary Evaluation
- Read Summaries
- Interaction Spaces
- Administration Bldg.
- Union Bldg.
- AIT News
- Debrief
- Tools
- SimMail™