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.

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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 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