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Management

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Outline

Company: Miramax (Weinstein Company)

Ethical Dilemma: Harvey Weinstein accused of sexual harassment.

Question 1: What deviances are present?

- Over 30 women have made sexual harassment allegations against Harvey Weinstein, co-founder of Miramax.
- Sexual misconduct occurred between coworkers during and after hours of work.
- It is said that many male employees knew of the assaults and never acted, thus leading to a great mistrust in the company Miramax.
 - The company lost many supporters due to the actions of Weinstein and the failure of the company to act and fire him sooner.
- These allegations led to the Twitter #MeToo movement which has caused a lot of public controversy.

Question 2: What ethical principles could be applied to solve this problem?

- Morally, Weinstein should know his actions were wrong and should seek help, professionally.
 - He should publicly apologize.
 - He should apologize to the affected individuals (permitting)
- The company he owned should issue an apology suggesting that it does not in any way condone the actions of Weinstein.

Question 3: Does the company or organization seem to be responsible to shareholders or stakeholders?

- The company of Miramax is responsible to all the shareholders invested in the company.
- They are also responsible to all the employees that may have been affected.
- As well as the stakeholders, which Miramax has many, due to the many movies produced.
 - There is a large fan base and people that have spent and invested money in the company.
 - The actors as well that were in movies produced by Miramax.

Question 4: What has the response, or failure to respond, by the company or organization say about their view regarding responsiveness and social responsibility.

- Initially, a small group of employees from Miramax issued a statement saying that they were in no way involved and had no idea.
- However, as the accusations progress, it becomes known that a handful of other male directors were in fact aware and were paid off from their knowledge about Weinstein.
- After the #MeToo movement gathered more attention on social media, those directors eventually offered apologies for not calling out the actions of Weinstein sooner. The Weinstein company also tweeted that they do not condone his actions and that they have also fired Harvey Weinstein.
 - However, this shows that the company was unresponsive until these accusations began to affect their profit and business.

Outline

1) Introduction

- a) In October 2017, over 80 women came forward accusing Weinstein Company co-owner, Harvey Weinstein, of sexual harassment. This triggered the #MeToo movement that caught the eyes of many people on social media across the world. The accusations of Weinstein became increasingly abundant thus causing his release from the Weinstein Company. Many male actors and directors that he worked alongside initially avoided their presence in the accusations. However, after new information about the victims became known, many male directors and actors offered apologies for not doing their part in stopping the actions of Harvey Weinstein. The Weinstein Company however, was not very quick to offer an apology, thus creating the idea that his actions were acceptable and still “unknownst” to the company. This is socially irresponsible of the company to not offer an apology sooner, which would have maybe eased the thoughts of many stakeholders that have invested into the Weinstein Company.

2) Body

a) Paragraph A

- i) On October 5, 2017, The New York Times released an article about the years of sexual harassment allegations that were against Harvey Weinstein. Actresses such as Rose McGowan and Ashley Judd were amongst the 80 women that came forward throughout the following weeks accusing Weinstein of sexual harassment. Many women confessed that Weinstein promised to advance their careers if sexual acts were performed.

b) Paragraph B

- i) Initially, a small group of employees from the Weinstein Company released a statement saying they had no involvement in the actions of Harvey, and were not aware of the “monster that we worked with.” Many admit that Weinstein suffered from anger issues and many were witness to his controlling ways, but many of the employees don’t admit knowledge to his sexual misconduct. However, there is a list of male actors and directors, including Quentin

Tarantino, that were aware, and eventually offered apologies for not doing more to bring light to the actions of Harvey Weinstein.

c) Paragraph C

- i) The Weinstein company acted swiftly after the possibility that their business would take a hit after the #MeToo movement gained more popularity. The issued a statement saying that Weinstein had indeed been fired from the company after new allegations of sexual misconduct have come to light. Along with many other male actors, and public figures, the company eventually issued a formal statement about the deep respect it is important to have for women, and how the actions of Weinstein do not represent the values of the company in any way.

3) Conclusion

- a) The actions of Harvey Weinstein are undoubtedly socially irresponsible and very disturbing. The #MeToo movement that has come from such horrific accusations has helped strengthen the voice of all women affected from a situation like this. The failure to report Weinstein's actions by fellow employees and friends is also unacceptable. The support gained from the #MeToo movement has also helped raise awareness to the consequences that follow from failing to accuse someone who is doing damage to others. Not only were the employees that worked alongside Weinstein affected, but also the thousands of stakeholders that have bought into the Weinstein Company.