

SPECTRUM OF DISRESPECT

Level 1

- Not listening; speaking over people; interrupting; eye rolling
- Failing to greet certain people
- Excluding others from group conversations and activities
- Incessantly messaging people to get a response
- Contacting lab members at inappropriate times

Level 2

- Shaming or humiliation in the form of “jokes”
- Intentionally undermining someone’s credibility
- Refusing to acknowledge the contributions of others
- Delegating roles based on gender identity
- Refusing to follow safety protocols in the lab

Level 3

- Improper invitations
- Inappropriate comments/sexual innuendos/jokes/“locker room” talk
- Leering/staring
- Menacing/intimidating behavior or yelling
- Hostile notes/emails
- Verbal abuse
- Inappropriate touching
- Requesting sexual favors
- Appearing undressed on Zoom calls