

## Examples of Disrespectful Behaviour

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Behavior Category	Description	Examples
<b>Disruptive Behavior</b>	Egregious conduct clearly evident in the behavior and/or speech	<ul style="list-style-type: none"> <li>• Angry or rude outbursts</li> <li>• Verbal threats, swearing</li> <li>• Swearing</li> <li>• Pushing or throwing objects</li> <li>• Bullying</li> <li>• Threat/infliction of physical force or conduct</li> </ul>
<b>Demeaning Behavior</b>	Patterns of debasing behavior that exploit the weakness of another	<ul style="list-style-type: none"> <li>• Shaming, humiliation</li> <li>• Demeaning comments</li> <li>• Spiteful behavior, backstabbing behavior</li> <li>• Constant distorted or misrepresented nitpicking/faultfinding</li> <li>• Censuring instructors/staff in front of others</li> <li>• Insults or insensitive jokes or remarks</li> <li>• Misogynistic comments</li> <li>• Sexual harassment, sexual innuendo</li> </ul>
<b>Intimidating Behavior</b>	Implicit or explicit behaviors or threats used by one individual to control another; abuse of power through threats, coercion, and force of personality	<ul style="list-style-type: none"> <li>• Overbearing behaviors</li> <li>• Arrogant behavior</li> <li>• Patronizing behaviors</li> <li>• Sarcasm or taunting</li> <li>• Hostile notes, emails</li> <li>• Invading another person's personal space intentionally</li> <li>• Unjust verbal statements by someone in authority that result in distressful consequences in the recipient and others</li> </ul>
<b>Passive-Aggressive Behavior</b>	Negativistic attitudes and passive resistance to demands for adequate performance; make cooperative, compliant, or pleasant comments but behave otherwise	<ul style="list-style-type: none"> <li>• Unreasonably critical of authority</li> <li>• Negative comments about colleagues</li> <li>• Refusal to do tasks; stubborn about doing things their own way</li> <li>• Deliberate delay in responding to calls</li> <li>• Go out of the way to make others look bad while acting innocent</li> <li>• Undermine another's position, status, value; setting someone up for failure</li> <li>• Failure to support a peer</li> <li>• Intentionally communicating incomplete information</li> <li>• Willful workarounds without reporting system issues</li> </ul>

<b>Behavior Category</b>	<b>Description</b>	<b>Examples</b>
<b>Passive Disrespect</b>	Uncooperative behaviors that are not malevolent	<ul style="list-style-type: none"> <li>• Chronic lateness</li> <li>• Sluggish response to requests</li> <li>• Resist safe practices</li> <li>• Non-participative in improvement efforts</li> <li>• Procrastinate causing delays</li> <li>• Ill prepared, not prepared</li> </ul>
<b>Dismissive Treatment</b>	Behavior that makes co-workers or instructors feel unimportant and uninformed	<ul style="list-style-type: none"> <li>• Condescending comments</li> <li>• Patronizing comments/attitude</li> <li>• Gossip</li> <li>• Aloof, disinterested, ignoring behavior</li> <li>• Slightings due to gender or race</li> <li>• Impatience</li> <li>• Resistance to work collaboratively</li> <li>• Exclusionary and over-ruling behavior</li> </ul>
<b>Nonverbal Insidious Behavior</b>	Subtle unspoken behavior that may seem innocent enough but is nonetheless disrespectful	<ul style="list-style-type: none"> <li>• Staring or glaring</li> <li>• Sighing</li> <li>• Making gestures, pointing</li> <li>• Making faces, raising eyebrows, rolling eyes</li> <li>• Positioning body to exclude others</li> </ul>