

The violentometer

PROFIT

Your working environment is healthy when...

- 1 You are treated with kindness
- 2 Your ideas and decisions are respected
- 3 You work in an atmosphere of respectful listening and sharing
- 4 Your colleagues believe in your ability to make a career in research
- 5 You get feedback on your work so that you can improve it
- 6 You are helped to develop your skills and self-confidence
- 7 You are supported in your career prospects
- 8 You are helped to achieve a good work-life balance

IT'S NOT NORMAL, TALK ABOUT IT

There's violence when...

- 9 The research community is said to be free of sexism
- 10 It is suggested that your private life prevents you from having a career
- 11 You are confined to supposedly feminine tasks
- 12 Your skills are underestimated
- 13 People patronise you
- 14 Your ideas are made invisible
- 15 You are not involved in strategic projects
- 16 Your skills are belittled in public
- 17 Harassing behaviour is trivialised
- 18 There are frequent references to your physical appearance
- 19 People occasionally make blatantly sexist remarks about you
- 20 You're addressed in terms that are ill-suited to professional relations
- 21 You are isolated from your colleagues
- 22 You are asked questions about your private life
- 23 People are spreading sexual rumours about you

PROTECT YOURSELF, ASK FOR HELP

You are in danger when...

- 24 Sexist jokes are told all day long
- 25 You are told sexual stories that make you feel uncomfortable
- 26 Insulting or hurtful comments of a sexual nature are made to you in public
- 27 You are exposed to sexual material
- 28 You are threatened with reprisals if you report violent behaviour towards yourself or a colleague.
- 29 Someone makes intimate advances towards you despite your refusal
- 30 You are offered professional benefits in exchange for intimate relations
- 31 You suffer negative repercussions for refusing sexual advances
- 32 Someone manages to have repeated physical contact with you that makes you feel uncomfortable



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