

green



respectful
positive
productive

This type of behavior is respectful, positive, and productive. We are always striving for a Green-hued workplace.

If you see actions in this color, you're dealing with fabulous employees. Give people a high five and appreciate your workplace.

yellow



stressful
irritating
demoralizing

Yellow behavior isn't harassment, but is slightly problematic. This kind of behavior can be the result of poor management skills, poor communication, lack of teamwork, or other demoralizing actions.

If you experience Yellow interactions, remind your coworkers that we're all striving for a Green workplace.

orange



avoidance
dread
dysfunction

Actions that fall into the Orange category approach the dangerous territory of harassment. Welcome or not, jokes or comments based on a protected characteristic (e.g. race, religion, gender, age, disability, etc.) can lead to unlawful harassment. This type of behavior is very likely to spread into the Red category.

If you see Orange actions, get some guidance from HR.

red



toxic
angry
disrespectful

If determined to be severe or pervasive, any comments and actions based on protected characteristics fall into unlawful harassment. When there is Red activity, the workplace is unproductive, uninviting, and hostile.

If you find yourself in Red territory, it's time to call in your organization's HR or legal teams to help eliminate harassment and get the workplace back on track.