A CONTINUUM OF HARM

APPROPRIATE BEHAVIOUR

Appropriate behaviour in the ecosystem is respectful and inclusive. It may include compliments based on performance and effort (rather than appearance or discriminating factors), and reasonable feedback from investors, mentors, other founders or programme staff.

INAPPROPRIATE BEHAVIOUR

Yellow behaviour may not amount to a criminal offence or breach workplace rules but is still inappropriate and could contribute to an unhealthy environment, in which orange or red behaviours are more likely to occur. Power imbalances can be a driver for inappropriate behaviour and reluctance to report it. A power imbalance is when one party has resources, connections or money that the other party feels they need to advance in their life or career.

Examples of inappropriate behaviour:

- One-off inappropriate behaviour that hasn't caused offence e.g. wolf whistle, racist joke
- Undervaluing someone or making comments based on gender stereotypes
- One-off rudeness/tactlessness (with repetition, it could become bullying)
- Pressuring founders to accept terms & conditions of investment or make other business decisions which conflict with their priorities or worldviews, for example, compromising the integrity of tikanga Māori.

DISCRIMINATION AND HARASSMENT

Orange behaviour is prohibited in workplaces – including bullying, harassment and other discrimination.

Bullying is repeated and unreasonable behaviour directed towards a person or people in a programme that can lead to physical or psychological harm. Examples of bullying:

- Threatening, shouting, intimidating, insulting, humiliating or belittling comments or behaviours
- Indirect or task related: giving unachievable tasks, constant criticism, ignoring/isolating.
- Excluding from social work gatherings, withholding information, undermining behaviour, threatening job security or future work/career, ongoing rudeness
- Passive bullying such as gatekeeping relationships with investors and mentors where there are already pre-existing relationships.

Harassment can be one-off, repeated or continuous. Anyone can be harassed for any reason including gender, age or race. Harassment can create a hostile environment and impact a person's sense of safety. It can take many forms including threats, abuse, insults and taunts.

Sexual harassment is any unwelcome, non-consensual or offensive sexual behaviour that is repeated or which contains an implied or overt promise of preferential treatment, or an implied or overt threat of detrimental treatment. Examples of sexual harassment:

- Suggestions, threats or promises of investment, connections or career advancement in exchange for sexual activity or tolerance of sexual innuendos.
- Sending inappropriate materials without consent, such as photos, videos or messages
- staring, leering, invasion of personal space
- unwanted comments, intrusive questions, teasing, sexually offensive comments, jokes, taunts or gestures.
- unwanted sexual advances in person or online
- persistent and unwelcome social invitations or communication

Racial harassment can be repeated or a one-off significant situation that expresses hostility against, or brings into contempt or ridicule, another person on racial grounds. Examples of racial harassment:

- Unwanted comments, questions, offensive gestures, remarks, name-calling or jokes about someone's race, colour, ethnicity.
- Sending inappropriate photos or other material/messages without consent
- making fun of the way someone speaks or mocking their name due to racial differences.

CRIMINAL BEHAVIOUR

This behaviour is clearly illegal and can often warrant speaking to or involving law enforcement. Examples of criminal offences:

- Non-consensual touching e.g. grabbing someone's bottom, kissing
- Physical assault, which include things like biting, spitting, scratching, hitting, pushing, throwing objects.
- Sexual assault including penetration without consent e.g. rape or attempted rape
- Coercion (the act of pressuring someone by force such as threats or bullying tactics).