

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  
demotivating

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



disrespectful  
alienating  
demoralizing

Orange behavior spans from off-color remarks to actions that approach the territory of unlawful harassment: from bullying to comments/jokes based on protected characteristics (race, gender, disability, etc.). Orange behavior must be addressed because it makes people feel excluded and can easily become red/unlawful behavior.

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

red



unlawful  
toxic  
destructive

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.**