**Difficult Behavior**

**TOXIC BEHAVIOR**

*Toxic behavior makes you feel bad on a regular basis. Toxic behaviors are a sustained pattern of dehumanizing, humiliating, or harassing statements or actions that go beyond providing constructive criticism. The behaviors are forms of aggression that are harmful and damaging.*

*The information provided in this document is from a campus-wide work group that aims to improve the quality of graduate and professional advising and the graduate school experience.*

Some examples of behavior someone may find toxic:

- Yelling or becoming violent in any manner (slamming a door is violence).
- Insulting someone as a person or talking down to them. Sending the message that they are bad or worthless.
- Repeatedly telling someone what is wrong with them.
- Slandering people behind their backs; engaging in hurtful gossip.
- Excessive teasing or sarcasm.
- Destructive communication, such as giving people “the silent treatment.”
- Monopolizing conversations in a way that excludes others.
- Using social media to attack or embarrass someone.
- Taking advantage of your kindness and resources, and threatening you or trying to make you feel guilty if you don’t do what he or she wants.
- Removing or withholding resources.
- Singling you out to work more hours or in less desirable conditions than others in your department in the same job.
- Discouraging you from pursuing your interests and dreams.

Is toxic behavior in your working or learning environment? Does it keep you from performing to the best of your ability? If toxic behavior is part of your life, please consider contacting one of these resources for a confidential consultation.

**Resources**

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<th>For employment-related concerns</th>
<th>For advising and other academic-related concerns</th>
<th>For personal, academic, or career concerns</th>
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<tr>
<td><strong>Office for Conflict Resolution</strong></td>
<td><strong>Student Conflict Resolution Center</strong></td>
<td><strong>University Counseling and Consulting Services</strong></td>
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<tr>
<td>Julie Showers, Director</td>
<td>Jan Morse, Director</td>
<td>Matthew Hanson, Senior Psychologist</td>
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<tr>
<td>Phone: 612-624-1030</td>
<td>Phone: 612-624-7272</td>
<td>Phone: 612-624-3323</td>
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<tr>
<td>Email: <a href="mailto:ocr@umn.edu">ocr@umn.edu</a></td>
<td>Email: <a href="mailto:morse005@umn.edu">morse005@umn.edu</a></td>
<td>Email: <a href="mailto:hans1053@umn.edu">hans1053@umn.edu</a></td>
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<tr>
<td>Web: <a href="http://www.ocr.umn.edu">www.ocr.umn.edu</a></td>
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January 2015