## Regret in witnesses that did not report to HR.

## Participants who responded, “I regret what I did, but I would probably do the same thing if I witnessed another incident.”

**Negative consequence/no point:**

“It put more stress on me as I would feel helpless as it felt like nothing could be done, the people involved and the person I talked to had all been there for 15-20 years, and I was fairly new, so I also felt that talking to HR would not do much good, and my coworker at work was right in that the managers and officers all watched out for each other and I had seen a couple others complain to HR and nothing good would come of it, when it was reported to an officer, it would come down to the manager but that manager would not get in trouble and they could narrow down to a couple people who were likely to have reported it and life became hell for them. That put stress on me as I could also see the manager starting to aim that my way, which he ultimately did. That ultimately led to some severe depression and other health issues that are still ongoing years later. I just didn't know how to deal with it that well at that time.”

**Fear:**

“I am gay. Hearing gay jokes made me stay in closet and caused me great fear”

## Participants who responded, “I regret what I did, and I would probably do something different if I witnessed another incident.”

**Awareness/mistrust/disgust:**

“The incident made me realize that my workplace wasn't as good as I thought it was. It also made me realize why my own promotion was postponed twice, even though my performance was exceptional.”

“It made me a more aware of my own conversations with colleagues and making sure they are appropriate”

“I became a little more cynical about unethical behaviors being rewarded and that those who treat others well at work can be at a disadvantage”

“Maybe it made me a little more aware, made me look at things a little more closely.”

“It just reminded me that I live in the South and it is not uncommon for white people to refer to African american's using derogatory slang. It made me very angry and sad at the same time.”

“It made me disappointed in my company and definitely less trustful. I felt they weren't as concerned as they should have been.”

**Negative consequence:**

“It became hard to go into work every day and I began to dread work each day. I did go every day, but it was a struggle to be motivated enough to go in.”

“My interest in working there dwindled after this encounter and I quit shortly after.”

“I ended up leaving this job and moving out of state.”

“I felt that emotionally, I was more disconnected since it wasn't the workplace I envisioned so it definitely worsened my mood towards the workplace.”

“A few people that were involved in things, especially the main person doing it were at first kind of silent towards me. At that time I did not really care that much because they had no impact on me. After things became fully open, I did feel like I had to watch my back for a time and it did cause some low level stress.”

“I was in a generally unhealthy work situation and it had been that way for a long time. I took an early retirement about six months after these events, not prompted by the events specifically, but because of the overall work environment.”

“I was a bit resentful that we still had to work side by side with this man. I understood that the process of firing him took time, but it made life stressful for everyone around.”

**Credibility:**

“As a minority I am sensitive to perceived injustices and discrimination and this reduces my credibility in these type of 3rd party situations”

“Everyone was upset and felt bad for her but no one knew if it was really true or if it was their place to tell our boss or HR.”

**Support/consent:**

 “I just like being there for innocent people when they get treated unfairly but I will only do what the victims request.”

“My coworker I confided in became closer to me.”

**Hindsight/ Not knowing what to do:**

“I told the victim who then went to HR. In hindsight I should have just gone to HR myself.”

 “It did not really affect me other than making me wonder about if I should do anything about it.”

## Participants who responded, “I do not regret what I did, but I would probably do something different if I witnessed another incident.”

**Awareness/mistrust:**

“I only heard about it second hand though I do know who to avoid around the office now.”

“I was more careful about my behavior at work around the perpetrator.”

“My district manager was the one that did the harassing. It made me feel very uncomfortable around him.”

“It just made me trust my boss a little less and see him as a pig.”

**Negative consequence:**

“I eventually resigned from the company.”

“I really was turned off by the situation and started avoiding the individual that was accused of the harrassment. That made the workplace a little awkward, but it felt like the best thing to do. I became a little more uncomfortable and everyone really stopped interacting with the person.”

**Shock/resolved incident:**

“I was surprised and upset about the incident, as it was very rare in my workplace. Nothing similar has happened since.”

“It was shocking to see and experience first hand.  I am glad it was taken seriously and handled appreciated.”

“I just thought it was shocking that it happened here.”

**Not knowing what to do:**

 “I just felt a little guilty for not getting involved but I wasn't sure what to do”

 **Not serious/no point:**

 “I didn't think it was a huge deal or something that needed stomped out or support or reported.”

 “I was just saddened is all, I just think some people are too rigid with their ideas and ways”

“I deal with racism comments every single day at my workplace . Its never gonna change”

## Participants who responded, “I do not regret what I did, and I would probably do the same thing if I witnessed another incident.”

**Awareness/mistrust/disgust:**

##  “While this incident was addressed by HR and the perpetrator was dismissed with extra compensation, this was a lower level employee. Harassment I had heard about involving the CEO in previous years did not get addressed. It seems there are two forms of justice in the workplace.”

## “A person got fired and I was friends with this person who got fired, so it altered my opinion of my friend”

## “It opened my eyes (further) into the PC nonsense world that we live in today.  If you are on the list of approved victims, you are treated differently than if you're not on that list.”

## “It made me more thickskin and ignore the situation.   Work is hard and this is just an annoyance.”

##  “I thought less of the person who did it though I only  heard about the incident I did not see it and was not the victim but it seemed likely to be true.”

##  “The incident left me shaken and made me distrust the perpetrator.  My relationship changed with this person after the incident.”

## “I know that they may bring in a guy instead of giving me the promotion I have been working for.”

## “The perpetrator was not someone I worked closely with,  so it did not affect my work.  I did avoid the perpetrator as much as possible though.”

## “It just showed me sometimes one voice doesn't help.Even if you tell nothing get done about it.”

## “I just lost (even more) respect for the person  who perpetrated the harassment and did not like to work with him.”

## “I already got a bad vibe from the perpetrator when I worked with him, and this incident just made me further lose respect for him.”

##  “It only affected my opinion of my boss, whom I thought was an arrogant jackwagon who should not be in charge.”

**Negative consequence:**

##  “I was twice excluded from promotion. He doesnt like me and has said he doesnt forget”

## “the incident made me uncomfortable and annoyed.  the perpetrator was being more ignorant than anything else in using homophobic slurs against the victim.”

## “I was disappointed with the individual who was the perpetrator. It also made me feel less  confident that my workplace was safe and inclusive.”

## “Nothing changed for me in regards to how my coworkers felt about me, but I had previously been friendly to the perpetrator involved, who was a manager (non-direct superior to me), so it did affect my relationship with that person and with management as a whole.”

## “There were some procedure changes and we had a meeting on everyone sharing responsibility for work tasks, but ultimately things kind of went back to the way they were after a few months, and I eventually ended up leaving that job because of it.”

## “It just felt like more of a burden to be around certain people.”

**Not serious/no point:**

## “It didn’t affect me really because it was not about someone close to me. It was just an acquaintance. It bothered me for about a week but after that it kind of faded out I guess. I figured it was better not to harp on it because it had nothing to do with me, and the person it did have to do with seemed to forget about it too, I think.”

## “they were slowly phased out and laid off a few weeks later for "budgetary reasons." Was this discrimination? Probably. It did not affect me because that's how it is in corporate America. You know that they do things without considering the employee and it becomes part of the culture.”

## “It had no effect o me.  I already had a negative view about the workplace and some of the people that worked there.”

## “Nothing happened. Everyone at work already knew about how the person treats people so no one was shocked at this.”

## “Nothing happened that I know about. They both still work here.”

**No need to report:**

##  “I work somewhere where they take everything very seriously and treat everyone with respect.  HR is good at handling discrimination and harassment”

## “My team had a meeting and we all agreed that this type of behavior would not be accepted in our workplace.”

## “All in all I thought it was funny and told the person to lighten up !”

## “I did not experience any changes. The victim asked to let it be so I did.”

## “I felt sorry for [the victim] but, as I mentioned previously, he took in in stride. I think he may have known down deep that his fellow workers weren't trying to cruel but rather were testing him to see how senssative he was. He was very gay but he was also a very talented and nice person. I had several long talks with him and enjoyed them very much.”

## Pride in witnesses that did not report to HR.

## Participants who responded, “I am proud what I did, but I would probably do something different if I witnessed another incident.”

**Awareness/mistrust:**

“I only heard about it second hand though I do know who to avoid around the office now.”

“A person got fired and I was friends with this person who got fired, so it altered my opinion of my friend”

“The incident left me shaken and made me distrust the perpetrator.  My relationship changed with this person after the incident.”

**Negative consequence:**

 “It became hard to go into work every day and I began to dread work each day. I did go every day, but it was a struggle to be motivated enough to go in.”

**Resolved incident:**

“I was surprised and upset about the incident, as it was very rare in my workplace. Nothing similar has happened since.”

 **Support/consent:**

 “I just like being there for innocent people when they get treated unfairly but I will only do what the victims request.”

“I think I would likely just go the HR rout rather then just spreading rumors.”

“I am glad I stood out of the situation but at the same time it was necessary I told my colleague who then told someone above us.”

**Hindsight:**

 “I told the victim who then went to HR. In hindsight I should have just gone to HR myself.”

**No point:**

 “I deal with racism comments every single day at my workplace . Its never gonna change”

## Participants who responded, “I am proud of what I did, and I would probably do the same thing if I witnessed another incident.”

**Awareness:**

“It just showed me sometimes one voice doesn't help.Even if you tell nothing get done about it”

**Negative consequence:**

 “I was twice excluded from promotion. He doesnt like me and has said he doesnt forget”

“There were some procedure changes and we had a meeting on everyone sharing responsibility for work tasks, but ultimately things kind of went back to the way they were after a few months, and I eventually ended up leaving that job because of it.”

“The perpetrator was not someone I worked closely with,  so it did not affect my work.  I did avoid the perpetrator as much as possible though.”

**No need to report:**

 “I work somewhere where they take everything very seriously and treat everyone with respect.  HR is good at handling discrimination and harassment”

“My team had a meeting and we all agreed that this type of behavior would not be accepted in our workplace.”

“It was shocking to see and experience first hand.  I am glad it was taken seriously and handled appreciated.”

**No point:**

 “It had no effect o me.  I already had a negative view about the workplace and some of the people that worked there.”

**Participants who responded, “*I am not proud of what I did, but I would probably do the same thing if I witnessed another incident.”***

**Awareness/mistrust/disgust:**

“While this incident was addressed by HR and the perpetrator was dismissed with extra compensation, this was a lower level employee. Harassment I had heard about involving the CEO in previous years did not get addressed. It seems there are two forms of justice in the workplace.”

“It opened my eyes (further) into the PC nonsense world that we live in today.  If you are on the list of approved victims, you are treated differently than if you're not on that list.”

“I know that they may bring in a guy instead of giving me the promotion I have been working for.”

“I already got a bad vibe from the perpetrator when I worked with him, and this incident just made me further lose respect for him.”

**Negative consequence:**

“That put stress on me as I could also see the manager starting to aim that my way, which he ultimately did. That ultimately led to some severe depression and other health issues that are still ongoing years later. I just didn't know how to deal with it that well at that time.”

“the incident made me uncomfortable and annoyed.”

“It made me more thickskin and ignore the situation.   Work is hard and this is just an annoyance.”

“I thought less of the person who did it though I only  heard about the incident I did not see it and was not the victim but it seemed likely to be true.”

“I was disappointed with the individual who was the perpetrator. It also made me feel less  confident that my workplace was safe and inclusive.”

“Nothing changed for me in regards to how my coworkers felt about me, but I had previously been friendly to the perpetrator involved, who was a manager (non-direct superior to me), so it did affect my relationship with that person and with management as a whole.”

“It just felt like more of a burden to be around certain people.”

“I just lost (even more) respect for the person  who perpetrated the harassment and did not like to work with him.”

“I was in a generally unhealthy work situation and it had been that way for a long time. I took an early retirement about six months after these events, not prompted by the events specifically, but because of the overall work environment.”

**Fear:**

“I am gay. Hearing gay jokes made me stay in closet and caused me great fear”

**Credibility:**

“I don't feel comfortable reporting something that I did not actually see happen.”

“I wasn't really in the position to report the incident. It was gossip about the incident from other co-workers.”

**Hindsight/ Not knowing what to do:**

“I wish I had recorded it.”

**Support/consent:**

“I didnt want to report it because I felt the victim did not want it shared with others”

“Everyone has different comfort levels and I have to respect the victim and how they felt about the situation. It is hard you do not want to be a snitch or get other people in trouble especially when they think they are just being funny or sharing.”

“I did not experience any changes. The victim asked to let it be so I did.”

**No need to report:**

 “I don't regret my decision not to report since the victim already had, and I was not a direct witness.”

“It is not a matter of being proud or not proud. It does not bother me. If it bothers her bad enough then that is her issue to deal with.”

“It didn’t affect me really because it was not about someone close to me. It was just an acquaintance. It bothered me for about a week but after that it kind of faded out I guess. I figured it was better not to harp on it because it had nothing to do with me, and the person it did have to do with seemed to forget about it too, I think.”

**Not serious/no point:**

““It put more stress on me as I would feel helpless as it felt like nothing could be done, the people involved and the person I talked to had all been there for 15-20 years, and I was fairly new, so I also felt that talking to HR would not do much good, and my coworker at work was right in that the managers and officers all watched out for each other and I had seen a couple others complain to HR and nothing good would come of it, when it was reported to an officer, it would come down to the manager but that manager would not get in trouble and they could narrow down to a couple people who were likely to have reported it and life became hell for them. “

“they were slowly phased out and laid off a few weeks later for "budgetary reasons." Was this discrimination? Probably. It did not affect me because that's how it is in corporate America. You know that they do things without considering the employee and it becomes part of the culture.”

“Nothing happened. Everyone at work already knew about how the person treats people so no one was shocked at this.”

“All in all I thought it was funny and told the person to lighten up !”

“Nothing happened that I know about. They both still work here.”

“Nothing about it really affected me. I just thought it was kind of messed up for the other person so I told my fiance about it one night.”

“This incident did not bother me. It did not affect me in any way. I pretty much forgot about it.”

“I felt sorry for [the victim] but, as I mentioned previously, he took in in stride. I think he may have known down deep that his fellow workers weren't trying to cruel but rather were testing him to see how senssative he was. He was very gay but he was also a very talented and nice person. I had several long talks with him and enjoyed them very much.”