

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. Complete contact information for the offices and resources can be found below.

Resources

Student Conflict Resolution Center

www.sos.umn.edu
612.626.0689, 254 Appleby Hall
Contact: Jan Morse

Student Counseling Services

www.counseling.umn.edu
612.626.0150, 340 Appleby Hall
Contact: Matt Hanson

Office for Conflict Resolution

www.ocr.umn.edu
612.624.1030, 662 Heller Hall
Contact: Julie Showers

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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 they want.
- 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 a part of 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 the resources at left for a confidential consultation.