

Scenario 1

The Classroom

Setting: First session of a new graduate seminar. Around 15 students seated in a circle. The professor, Dr. Bettina Foster, opens with a round of introductions.

DR. FOSTER: Let's do a quick round of introductions — just your name, where you're from, and what brought you to this programme. Let's start here.

STUDENT 1 (JAMES): Hi everyone, I'm James, my pronouns are he/him, I'm from Dublin, and I'm here because I'm interested in comparative politics.

DR. FOSTER: *(nods, moves on)* Great. Next.

STUDENT 2 (RILEY): Hi, I'm Riley, my pronouns are they/them, I'm from—

DR. FOSTER: *(raises hand, cuts in)* Okay, hold on. I'm going to stop you there. We're not doing the pronouns thing in this class.

(brief silence)

DR. FOSTER: Look — I have nothing against anyone personally, but they/them is a plural pronoun. It has always been a plural pronoun. "They are coming to the party" — that's a group of people. Call it old-fashioned if you like — I call it not letting the political climate of the moment walk into my seminar room. We're here to do serious academic work. I'm sure you understand. *(gestures)* Please, carry on — name and where you're from is plenty.

(Riley pauses. Looks down. Continues after a beat.)

RILEY: ...I'm from Montréal. I'm interested in gender and legal theory.

DR. FOSTER: *(already moving on)* Wonderful. Next.

Scenario 2

RE: FWD: Formal complaint — keynote speaker, pet policy — follow-up required


JW

James Whitfield

Director of Administration <j.whitfield@researchcentre.eu>

Date: Tuesday, 14 October 2025, 14:47

To:

 **Graham Lindner** · Chief Operating Officer

 **Helen Varga** · Head of Guest and Visitor Services

 **Marco Filippi** · Communications Manager

Graham, Helen, Marco —

Guess what: the crazy cat lady strikes again 🙄

For those not following this saga: this is Professor Lucia Svensson, our keynote speaker for the November symposium, who has now sent her third email claiming discrimination because **she was not permitted to bring her cat into the short-term apartment rental arranged for her stay (!!)** — yeah, you read that right. She flew in from Stockholm with the animal, insisting she received explicit communication from our side that her cat would be welcome. She is now alleging that other keynote speakers — male, she specifies — have previously been permitted to bring their pets when visiting.

Three things I need from you before I respond:

1. **Helen** — can you check whether any previous keynote or visiting speaker has ever been accommodated with a pet in the short-term apartments, and under what circumstances?
2. **Marco** — can you check whether any communication went out — email, letter of invitation, speaker guidelines — that could have stated or implied that pets were welcome? She is citing this as the basis of her complaint and we need to know if she has a leg to stand on.
3. **All** — going forward, regardless of what was or wasn't communicated, can we make sure that no one on the team confirms to any speaker or visitor that pets are permitted in the short-term apartments? I'd rather we get ahead of this before it becomes something we have to defend more formally.

Sorry for wasting your time with this — though between us, this has all the hallmarks of a bad case of PMS 🙄 Some battles you just can't win.

James

SCENARIO 1 — The Conference Reception

Setting: Drinks after a conference. Four people are standing in a loose circle: Professor David, Professor Martin, Professor John, and Professor Amara — a woman of colour who recently joined the Department of Biology.

DAVID: That last panel was something. The cell membrane section especially.

MARTIN: Right, David? I hadn't expected it to go in that direction.

JOHN: (chuckles) It definitely stirred the room. Though not always for the right reasons.

AMARA: I thought the part on molecular signalling was actually the most—

DAVID: (turning slightly toward Martin and John) Martin, John, the methodology was shaky though. That whole framework felt outdated.

MARTIN: (steps slightly closer to David) Totally. I don't know how it made it through peer review.

JOHN: (nods, angling his body toward David and Martin) Yeah, it felt like they were just recycling old models.

AMARA: I did have a question about that, actually — because the signalling data seemed to—

DAVID: (continues, not acknowledging her) It's the same three names recycling the same argument. Nothing new.

MARTIN: (nods) Yeah, exactly.

JOHN: (raises his glass slightly toward David and Martin) Seen it all before.

Amara stops mid-sentence. The three men subtly close ranks, forming a tighter circle that leaves her slightly outside. She remains standing just beyond them, glass in hand.

SCENARIO 2: The Computer Lab

Setting: Carlos and Maria are bachelor students attending a class in a computer lab.

CARLOS: “No, no—like this,” (*places his hands on María’s shoulders, leaning over her at the computer*) “you just need to click here.”

MARIA: “Oh... I think I can do it.” (*stiffens*)

CARLOS: (*touches her back again*) “Relax, it’s faster if I guide you.”

MARIA: “Right...” (*keeps working, visibly tense*)

--

Later, Maria reaches out to another student, Laura.

MARIA: “Hey, is this normal? He keeps touching me when we’re working.”

LAURA: “I mean... he’s Latino, you know how they are—very touchy.”

SCENARIO 1 — The Team Meeting

Setting: A brief team meeting. Present are Lukas (supervisor), Yuki, and Tariq. Their colleague Susanne is not in the room.

LUKAS: Right — we need someone to take the lead on the upcoming student event. It'll mean staying late on two evenings this month, probably the 14th and the 21st.

YUKI: What about Susanne? She's run similar events before and they've always gone really well.

LUKAS: (*hesitates*) Yeah, she's good. But she's got the little one now, and you know how it is — kid gets sick, she has to cancel last minute, it becomes a mess for everyone. Remember what happened with the March deadline?

YUKI: That was one time, and she managed at the end.

LUKAS: Yeah, I'm not saying anything against her — I'm just being realistic. I don't want to set her up to fail, or leave us scrambling two days before the event. Better to give it to someone who's fully available.

TARIQ: (*pause*) Alright, I think I could make it...

SCENARIO 2 — The Sprint Management Class

Setting: A university classroom. Professor Robert Haines is running a hands-on exercise in his Sprint Management course. He has asked students to divide into two groups and build a box using the same set of random materials laid out on the table: a ball of wool, three pencils, some paperclips, a sheet of aluminium foil, two rubber bands and old newspapers. Both groups have been working for 15 minutes. Time is up.

PROF. HAINES: Alright, time's up. Let's see what we've got. The guys first.

He walks over to Group 1, which he perceives as all male, and examines their box.

PROF. HAINES: Good. Inventive use of the paperclips at the corners — it holds together. You thought laterally, that's exactly what this exercise tests. Well done, gentlemen.

He turns and gestures broadly toward Group 2, which he perceives as all female. There is in fact a non-binary student, Alex, in the group, who has been vocal about their gender identity.

PROF. HAINES: *(smiling)* And now — let's see what the ladies have come up with, shall we?

Some students shift uncomfortably. Alex looks at the floor.

Professor Haines picks up Group 2's box and tilts it. It holds together about as well as Group 1's.

PROF. HAINES: Hmm. It's charming, I'll give you that. But look here — *(presses the side)* — not the most robust construction, is it? I think the ladies' group would have benefited from a bit of male presence to balance things out. *(laughs lightly)* No offence — it's just how these things tend to go. Different strengths.

Two students from Group 1 exchange a glance.

Scenario 1

Cast

- **Sara** — junior coordinator/faculty
- **Prof. Mario** — senior male colleague, always warm, always well-meaning, completely unaware
- **Colleague** — shares an office with Sara.

DAY 1

[Sara at desk, typing. Prof. Mario passes, slows down at the door.]

PROF. Mario: *[knock knock]* Sara. *(pause, genuine smile)* You're looking good today. Very professional. *(finger guns)* Keep it up.

[He walks on. Sara looks up a half-second after he's gone. Goes back to typing.]

[DAY 2 card.]

DAY 2

[Sara at desk. She's just fixed her hair — runs a hand through it, back to work. Prof. Mario enters with papers.]

PROF. Mario: Oh — you did something different with your hair.

SARA: *(not sure if this is good or bad)* Just — yeah, just trying something.

PROF. Mario: I like it. It suits you. Brings out your eyes *(sets papers on her desk)* Can you get these filed before Thursday? *(Staring at her, while leaving)* Looks great, seriously.

[Sara looks at the papers. Then, at his back as he walks away]

[DAY 3 card.]

DAY 3

[Sara is on a call, clearly mid-conversation — professional, articulate. Prof. Mario enters, waits. She wraps up.]

SARA: Sorry — that was the external coordinator, we were finalizing the—

PROF. Mario: *(cutting in, not unkindly)* You know, I really think you could make it in this field.

SARA: *(beat)* I... am in this field.

PROF. Mario: *(laughs)* No, I mean — really make it. Go far. You've got the whole package. Brains AND *(gestures vaguely at her)* ...you know *[stares]*...the whole thing. People respond to you. Have you eaten lunch? We can grab something at the new place opposite campus and discuss your career plans.

[DAY 4 card.]

Day 4

[Sara at her desk in her shared office, laptop open, working. Prof. Mario leans in the doorway, phone in hand, casual.]

PROF. Mario: Sara — quick question. Is your WhatsApp profile picture from Bangkok? That looks like the Grand Palace.

SARA: *(looks up, mildly surprised)* Oh — yeah, it was from last summer.

PROF. Mario: Nice. *(still looking at his phone)* Who's the guy?

[Pause. Sara wasn't expecting that question.]

SARA: A friend.

PROF. Mario: *(nodding slowly, pockets his phone)* Right. Anyway, the Grading report. Can you have it by noon? *[He leaves. Sara looks at her phone. Then turns it face down.]*

Scenario 2

Here is the teams chat - [TheGuysChat_BystandardTraining.pptx](#)

SCENE 2

The Guys

A Microsoft Teams Office Group Chat

*The Colleague being discussed is **not** in the chat*



Colleague 1

14:23

anyone else just sit through that whole presentation

Type a message



Colleague 1

14:23

anyone else just sit through that whole presentation

Colleague 2

14:23

unfortunately yes



Colleague 1

14:23

anyone else just sit through that whole presentation

Colleague 2

14:23

unfortunately yes

Colleague 3

14:23

same



Colleague 1

14:23

anyone else just sit through that whole presentation

Colleague 2

14:23

unfortunately yes

Colleague 3

14:23

same

Colleague 1

14:24

I genuinely don't know where to start



Colleague 1

14:23

anyone else just sit through that whole presentation

Colleague 2

14:23

unfortunately yes

Colleague 3

14:23

same

Colleague 1

14:24

I genuinely don't know where to start

Colleague 2

14:24

start with the outfit

Type a message



Colleague 2

14:23

unfortunately yes

Colleague 3

14:23

same

Colleague 1

14:24

I genuinely don't know where to start

Colleague 2

14:24

start with the outfit

Colleague 1

14:24

I was trying to be professional but since you went there

Type a message



Colleague 3

14:23

same

Colleague 1

14:24

I genuinely don't know where to start

Colleague 2

14:24

start with the outfit

Colleague 1

14:24

I was trying to be professional but since you went there

Colleague 3

14:24

Type a message



Colleague 1

14:24

I genuinely don't know where to start

Colleague 2

14:24

start with the outfit

Colleague 1

14:24

I was trying to be professional but since you went there

Colleague 3

14:24

Colleague 1

14:25

like read the room? it's a faculty meeting not a-

Type a message



Colleague 2

14:24

start with the outfit

Colleague 1

14:24

I was trying to be professional but since you went there

Colleague 3

14:24

Colleague 1

14:25

like read the room? it's a faculty meeting not a—

Colleague 2

14:25

not a what finish the sentence

Type a message



Colleague 1

14:24

I was trying to be professional but since you went there

Colleague 3

14:24

Colleague 1

14:25

like read the room? it's a faculty meeting not a—

Colleague 2

14:25

not a what finish the sentence

Colleague 1

14:25

I'm not finishing that sentence for legal reasons not leaving receipts

Type a message



Colleague 3

14:24

Colleague 1

14:25

like read the room? it's a faculty meeting not a—

Colleague 2

14:25

not a what finish the sentence

Colleague 1

14:25

I'm not finishing that sentence for legal reasons not leaving receipts

Colleague 3

14:26

okay okay to be fair

Type a message



Colleague 1

14:25

like read the room? it's a faculty meeting not a-

Colleague 2

14:25

not a what finish the sentence

Colleague 1

14:25

I'm not finishing that sentence for legal reasons not leaving receipts

Colleague 3

14:26

okay okay to be fair

Colleague 1

14:26

to be fair WHAT. the slides were a disaster

Type a message



Colleague 2

14:25

not a what finish the sentence

Colleague 1

14:25

I'm not finishing that sentence for legal reasons not leaving receipts

Colleague 3

14:26

okay okay to be fair

Colleague 1

14:26

to be fair WHAT. the slides were a disaster

Colleague 2

14:26

the slides were the least of the problems

Type a message



Colleague 1

14:25

I'm not finishing that sentence for legal reasons

Colleague 3

14:26

okay okay to be fair

Colleague 1

14:26

to be fair WHAT. the slides were a disaster

Colleague 2

14:26

the slides were the least of the problems

Colleague 3

14:26

the methodology slide made no sense

Type a message



Colleague 3 14:26

okay okay to be fair

Colleague 1 14:26

to be fair WHAT. the slides were a disaster

Colleague 2 14:26

the slides were the least of the problems

Colleague 3 14:26

the methodology slide made no sense

Colleague 1 14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Type a message



Colleague 1

14:26

to be fair WHAT. the slides were a disaster

Colleague 2

14:26

the slides were the least of the problems

Colleague 3

14:26

the methodology slide made no sense

Colleague 1

14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Colleague 2

14:27

genuinely how did she get this position

Type a message



Colleague 2

14:26

the slides were the least of the problems

Colleague 3

14:26

the methodology slide made no sense

Colleague 1

14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Colleague 2

14:27

genuinely how did she get this position

Colleague 1

14:27

I've asked myself this many times

Type a message



Colleague 3

14:26

the methodology slide made no sense

Colleague 1

14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Colleague 2

14:27

genuinely how did she get this position

Colleague 1

14:27

I've asked myself this many times

Colleague 2

14:28

You know how I'm not saying what I'm thinking

Type a message



Colleague 1

14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Colleague 2

14:27

genuinely how did she get this position

Colleague 1

14:27

I've asked myself this many times

Colleague 2

14:28

You know how I'm not saying what I'm thinking

Colleague 1

14:28

you don't have to

Type a message



Colleague 2

14:27

genuinely how did she get this position

Colleague 1

14:27

I've asked myself this many times

Colleague 2

14:28

You know how I'm not saying what I'm thinking

Colleague 1

14:28

you don't have to

Colleague 3

14:28

okay

Type a message



Colleague 1

14:27

I've asked myself this many times

Colleague 2

14:28

I'm not saying what I'm thinking

Colleague 1

14:28

you don't have to

Colleague 3

14:28

okay

Colleague 2

14:29

and now what — we just have to manage around her for the next year

Type a message



Colleague 2

14:28

I'm not saying what I'm thinking

Colleague 1

14:28

you don't have to

Colleague 3

14:28

okay

Colleague 2

14:29

and now what — we just have to manage around her for the next year

Colleague 1

14:29

apparently yes

Type a message



Colleague 1

14:28

you don't have to

Colleague 3

14:28

okay

Colleague 2

14:29

and now what — we just have to manage around her for the next year

Colleague 1

14:29

apparently yes

Colleague 2

14:29

because of the maternity thing

Type a message



Colleague 3

14:28

okay

Colleague 2

14:29

and now what – we just have to manage around her for the next year

Colleague 1

14:29

apparently yes

Colleague 2

14:29

because of the maternity thing

Colleague 1

14:30

you literally cannot touch her. HR confirmed.

Type a message



Colleague 1

14:29

apparently yes

Colleague 2

14:29

because of the maternity thing

Colleague 1

14:30

you literally cannot touch her. HR confirmed.

Colleague 2

14:30

so she times it perfectly — gets the role, gets pregnant, untouchable for 24 months under Labour law — and we just absorb it?



Colleague 2

14:29

because of the maternity thing

Colleague 1

14:30

you literally cannot touch her. HR confirmed.

Colleague 2

14:30

so she times it perfectly — gets the role, gets pregnant, untouchable for 12 months under Austrian law — and we just absorb it?

Colleague 1

14:30

that's exactly what we do we absorb it



Colleague 1

14:30

you literally cannot touch her. HR confirmed.

Colleague 2

14:30

so she times it perfectly – gets the role, gets pregnant, untouchable for 12 months under Austrian law – and we just absorb it?

Colleague 1

14:30

that's exactly what we do we absorb it

Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.



Colleague 2

14:30

so she times it perfectly — gets the role, gets pregnant, untouchable for 12 months under Austrian law — and we just absorb it?

Colleague 1

14:30

that's exactly what we do we absorb it

Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.

Colleague 3

14:31

I mean I don't think she planned—



Colleague 1

14:30

that's exactly what we do we absorb it

Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.

Colleague 3

14:31

I mean I don't think she planned—

Colleague 2

14:31

I'm just saying the timing is interesting.



Colleague 1

14:30

that's exactly what we do we absorb it

Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.

Colleague 3

14:31

I mean I don't think she planned—

Colleague 2

14:31

I'm just saying the timing is interesting.

Colleague 1

14:31

the timing is VERY interesting

Type a message



Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.

Colleague 3

14:31

I mean I don't think she planned-

Colleague 2

14:31

I'm just saying the timing is interesting.

Colleague 1

14:31

the timing is VERY interesting

Colleague 3

14:32

okay fair



Colleague 3

14:31

I mean I don't think she planned-

Colleague 2

14:31

I'm just saying the timing is interesting.

Colleague 1

14:31

the timing is VERY interesting

Colleague 3

14:32

okay fair

Colleague 1

14:32

anyway. beers Friday?

Type a message



Colleague 2

14:31

I'm just saying the timing is interesting.

Colleague 1

14:31

the timing is VERY interesting

Colleague 3

14:32

okay fair

Colleague 1

14:32

anyway. beers Friday?

Colleague 2

14:32

obviously

Type a message

How to read this scene



Colleague 1

Initiates. Sets the floor.



Colleague 2

Escalates. Goes furthest.



Colleague 3

Matches energy. Never dissents.

Tags mark escalation moments:

APPEARANCE

Comments about her body or clothing

COMPETENCE

Her work and intelligence dismissed

MATERNITY

Legal protection weaponized as resentment



Colleague 1

14:23

anyone else just sit through that whole presentation

Type a message



Colleague 1

14:23

anyone else just sit through that whole presentation

Colleague 2

14:23

unfortunately yes



Colleague 1

14:23

anyone else just sit through that whole presentation

Colleague 2

14:23

unfortunately yes

Colleague 3

14:23

same



Colleague 1

14:23

anyone else just sit through that whole presentation

Colleague 2

14:23

unfortunately yes

Colleague 3

14:23

same

Colleague 1

14:24

I genuinely don't know where to start



Colleague 1

14:23

anyone else just sit through that whole presentation

Colleague 2

14:23

unfortunately yes

Colleague 3

14:23

same

Colleague 1

14:24

I genuinely don't know where to start

Colleague 2

14:24

APPEARANCE

start with the outfit

Type a message



Colleague 2

14:23

unfortunately yes

Colleague 3

14:23

same

Colleague 1

14:24

I genuinely don't know where to start

Colleague 2

14:24

APPEARANCE

start with the outfit

Colleague 1

14:24

I was trying to be professional but since you went there

Type a message



Colleague 3

14:23

same

Colleague 1

14:24

I genuinely don't know where to start

Colleague 2

14:24

APPEARANCE

start with the outfit

Colleague 1

14:24

I was trying to be professional but since you went there

Colleague 3

14:24

Type a message



Colleague 1

14:24

I genuinely don't know where to start

Colleague 2

14:24

APPEARANCE

start with the outfit

Colleague 1

14:24

I was trying to be professional but since you went there

Colleague 3

14:24

Colleague 1

14:25

like read the room? it's a faculty meeting not a-

Type a message



Colleague 2

14:24

APPEARANCE

start with the outfit

Colleague 1

14:24

I was trying to be professional but since you went there

Colleague 3

14:24

Colleague 1

14:25

like read the room? it's a faculty meeting not a-

Colleague 2

14:25

not a what finish the sentence

Type a message



Colleague 1

14:24

I was trying to be professional but since you went there

Colleague 3

14:24

Colleague 1

14:25

like read the room? it's a faculty meeting not a—

Colleague 2

14:25

not a what finish the sentence

Colleague 1

14:25

I'm not finishing that sentence for legal reasons not leaving receipts

Type a message



Colleague 3

14:24

Colleague 1

14:25

like read the room? it's a faculty meeting not a—

Colleague 2

14:25

not a what finish the sentence

Colleague 1

14:25

I'm not finishing that sentence for legal reasons not leaving receipts

Colleague 3

14:26

okay okay to be fair

Type a message



Colleague 1

14:25

like read the room? it's a faculty meeting not a-

Colleague 2

14:25

not a what finish the sentence

Colleague 1

14:25

I'm not finishing that sentence for legal reasons not leaving receipts

Colleague 3

14:26

okay okay to be fair

Colleague 1

14:26

COMPETENCE

to be fair WHAT. the slides were a disaster

Type a message



Colleague 2

14:25

not a what finish the sentence

Colleague 1

14:25

I'm not finishing that sentence for legal reasons not leaving receipts

Colleague 3

14:26

okay okay to be fair

Colleague 1

14:26

COMPETENCE

to be fair WHAT. the slides were a disaster

Colleague 2

14:26

the slides were the least of the problems

Type a message



Colleague 1

14:25

I'm not finishing that sentence for legal reasons

Colleague 3

14:26

okay okay to be fair

Colleague 1

14:26

COMPETENCE

to be fair WHAT. the slides were a disaster

Colleague 2

14:26

the slides were the least of the problems

Colleague 3

14:26

the methodology slide made no sense

Type a message



Colleague 3 14:26

okay okay to be fair

Colleague 1 14:26

COMPETENCE

to be fair WHAT. the slides were a disaster

Colleague 2 14:26

the slides were the least of the problems

Colleague 3 14:26

the methodology slide made no sense

Colleague 1 14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Type a message



Colleague 1

14:26

COMPETENCE

to be fair WHAT. the slides were a disaster

Colleague 2

14:26

the slides were the least of the problems

Colleague 3

14:26

the methodology slide made no sense

Colleague 1

14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Colleague 2

14:27

genuinely how did she get this position

Type a message



Colleague 2

14:26

the slides were the least of the problems

Colleague 3

14:26

the methodology slide made no sense

Colleague 1

14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Colleague 2

14:27

genuinely how did she get this position

Colleague 1

14:27

I've asked myself this many times

Type a message



Colleague 3

14:26

the methodology slide made no sense

Colleague 1

14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Colleague 2

14:27

genuinely how did she get this position

Colleague 1

14:27

I've asked myself this many times

Colleague 2

14:28

You know how I'm not saying what I'm thinking

Type a message



Colleague 1

14:27

because she doesn't know what she's talking about. She never does. This is what happens when you hire for optics. sweet girl though

Colleague 2

14:27

genuinely how did she get this position

Colleague 1

14:27

I've asked myself this many times

Colleague 2

14:28

You know how I'm not saying what I'm thinking

Colleague 1

14:28

you don't have to

Type a message



Colleague 2

14:27

genuinely how did she get this position

Colleague 1

14:27

I've asked myself this many times

Colleague 2

14:28

You know how I'm not saying what I'm thinking

Colleague 1

14:28

you don't have to

Colleague 3

14:28

okay

Type a message



Colleague 1

14:27

I've asked myself this many times

Colleague 2

14:28

I'm not saying what I'm thinking

Colleague 1

14:28

you don't have to

Colleague 3

14:28

okay

Colleague 2

14:29

MATERNITY

and now what — we just have to manage around her for the next year

Type a message



Colleague 2

14:28

I'm not saying what I'm thinking

Colleague 1

14:28

you don't have to

Colleague 3

14:28

okay

Colleague 2

14:29

MATERNITY

and now what — we just have to manage around her for the next year

Colleague 1

14:29

apparently yes

Type a message



Colleague 1

14:28

you don't have to

Colleague 3

14:28

okay

Colleague 2

14:29

MATERNITY

and now what — we just have to manage around her for the next year

Colleague 1

14:29

apparently yes

Colleague 2

14:29

because of the maternity thing

Type a message



Colleague 3

14:28

okay

Colleague 2

14:29

MATERNITY

and now what – we just have to manage around her for the next year

Colleague 1

14:29

apparently yes

Colleague 2

14:29

because of the maternity thing

Colleague 1

14:30

you literally cannot touch her. HR confirmed.

Type a message



Colleague 2

14:29

MATERNITY

and now what – we just have to manage around her for the next year

Colleague 1

14:29

apparently yes

Colleague 2

14:29

because of the maternity thing

Colleague 1

14:30

you literally cannot touch her. HR confirmed.

Colleague 1

14:30

that's exactly what we do we absorb it

Type a message



Colleague 1

14:29

apparently yes

Colleague 2

14:29

because of the maternity thing

Colleague 1

14:30

you literally cannot touch her. HR confirmed.

Colleague 2

14:30

so she times it perfectly — gets the role, gets pregnant, untouchable for 24 months under Labour law — and we just absorb it?



Colleague 2

14:29

because of the maternity thing

Colleague 1

14:30

you literally cannot touch her. HR confirmed.

Colleague 2

14:30

so she times it perfectly — gets the role, gets pregnant, untouchable for 12 months under Austrian law — and we just absorb it?

Colleague 1

14:30

that's exactly what we do we absorb it



Colleague 1

14:30

you literally cannot touch her. HR confirmed.

Colleague 2

14:30

so she times it perfectly – gets the role, gets pregnant, untouchable for 12 months under Austrian law – and we just absorb it?

Colleague 1

14:30

that's exactly what we do we absorb it

Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.



Colleague 2

14:30

so she times it perfectly — gets the role, gets pregnant, untouchable for 12 months under Austrian law — and we just absorb it?

Colleague 1

14:30

that's exactly what we do we absorb it

Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.

Colleague 3

14:31

I mean I don't think she planned—



Colleague 1

14:30

that's exactly what we do we absorb it

Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.

Colleague 3

14:31

I mean I don't think she planned—

Colleague 2

14:31

I'm just saying the timing is interesting.



Colleague 1

14:30

that's exactly what we do we absorb it

Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.

Colleague 3

14:31

I mean I don't think she planned—

Colleague 2

14:31

I'm just saying the timing is interesting.

Colleague 1

14:31

the timing is VERY interesting

Type a message



Colleague 2

14:31

I'm sorry but that is a strategy. a deliberate strategy.

Colleague 3

14:31

I mean I don't think she planned-

Colleague 2

14:31

I'm just saying the timing is interesting.

Colleague 1

14:31

the timing is VERY interesting

Colleague 3

14:32

okay fair

Type a message



Colleague 3

14:31

I mean I don't think she planned-

Colleague 2

14:31

I'm just saying the timing is interesting.

Colleague 1

14:31

the timing is VERY interesting

Colleague 3

14:32

okay fair

Colleague 1

14:32

anyway. beers Friday?

Type a message



Colleague 2

14:31

I'm just saying the timing is interesting.

Colleague 1

14:31

the timing is VERY interesting

Colleague 3

14:32

okay fair

Colleague 1

14:32

anyway. beers Friday?

Colleague 2

14:32

obviously

Type a message