

职场虐待行为 (2023)

脚本

版本 01/27/23

1. 介绍

1.1 自动播放



Select "**Autoplay on**" if you would like this training to **automatically advance** at the end of each slide.



Select "**Autoplay off**" to manually advance, which will require you to **select "Next"** after every slide.

自动播放

如果您希望此培训在每张幻灯片的结尾自动前进，请选择“自动播放开启”。或者选择“自动播放关闭”以手动前进，这将要求您在每张幻灯片之后选择“下一页”。

自动播放关闭 (幻灯片层)

Autoplay is off

Autoplay ON

Select "Autoplay on" if you would like this training to **automatically advance** at the end of each slide.

Autoplay OFF

Select "Autoplay off" to manually advance, which will require you to **select "Next" after every slide.**

Click on "**Next**" to confirm your selection

自动播放关闭

自动播放已关闭。点击“下一页”确认您的选择。

自动播放开启 (幻灯片层)

Autoplay is on

Autoplay ON

Select "**Autoplay on**" if you would like this training to **automatically advance** at the end of each slide.

Autoplay OFF

Select "**Autoplay off**" to manually advance, which will require you to **select "Next" after every slide.**

Click on "**Next**" to confirm your selection

自动播放开启

自动播放已开启。点击“下一页”确认您的选择。

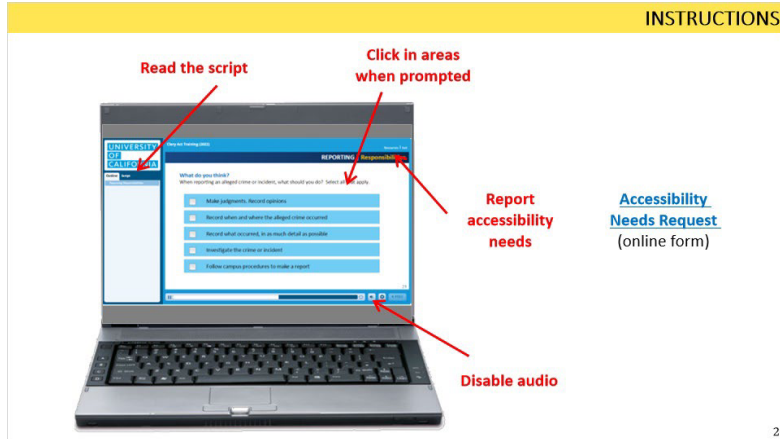
1.2 介绍



介绍

欢迎来到加州大学的虐待行为在职场培训课程。

1.3 如何使用



说明

在开始之前，请注意您可以通过点击“脚本”选项卡，随时阅读所呈现的信息（无需听叙述者）。要关闭音频，请单击底部的声音图标。

此外，这是一个交互式教程。在继续课程的下一部分之前，您通常需要提示点击某个区域或做出决策。

如果您由于与辅助功能相关的问题而无法访问内容或使用培训中的功能，请在“资源”选项卡中填写“辅助功能需求申请”表格。“资源”选项卡位于您的培训播放器的右上角。



1.4 UC 职场虐待行为政策

UC POLICY | Abusive Conduct in the Workplace

UC Policy
Refer to the policy
for more information

Review responsibilities, procedures,
and related information

University of California Policy
[Abusive Conduct in the
Workplace \(pdf\)](#)



UC 职场虐待行为政策


本课程将介绍加州大学职场虐待行为政策。有关更多信息，包括政策应用、范围、责任以及查看完整政策，请访问 UCOP 网站。

您也可以通过培训播放器的“资源”选项卡访问该政策。

1.5 谁受到保护？

WHO DOES THE POLICY COVER?

The policy protects all members of the University Community by prohibiting Abusive Conduct in the Workplace.



EMPLOYEES

UNPAID INTERNS

THIRD PARTIES

STUDENTS

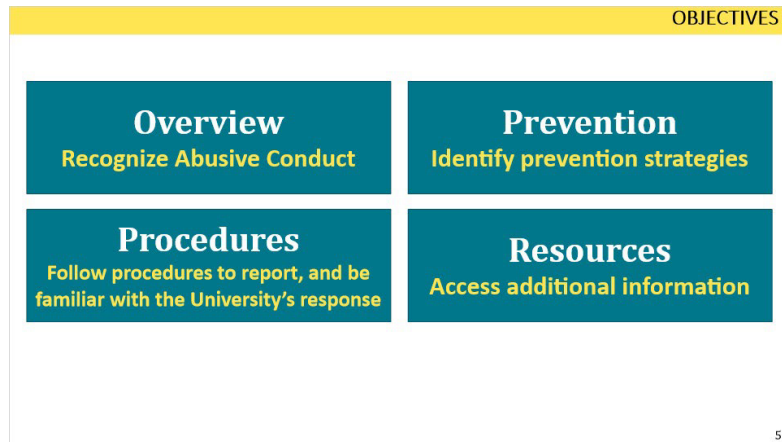
4

谁受到保护？

该政策旨在保护您和所有大学社区成员。它禁止所有大学员工、无薪实习生和第三方（如供应商）在职场内从事或遭受虐待行为。

有关该政策如何适用于学生的更多信息，请参阅在线政策。

1.6 目标



目标

在本次培训结束时，您将能够：

1. 辨认职场虐待行为；
2. 确认预防策略；
3. 遵守报告程序，熟悉大学的反应方式；以及
4. 获取额外的信息。

1.7 菜单



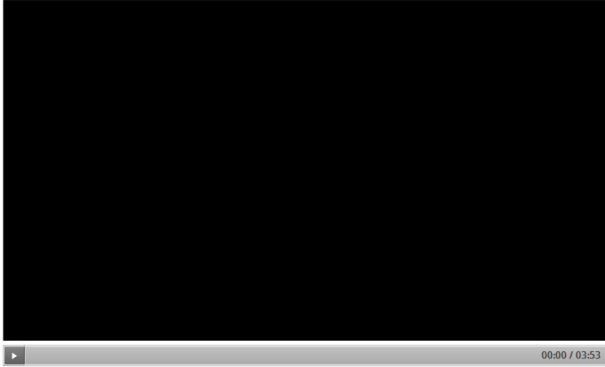
菜单

选择一个主题开始。

2. 概述

2.1 什么是职场虐待（视频）

VIDEO | What is Abusive Conduct?



Learn what is, and what is not, **Abusive Conduct** in the Workplace.

什么是职场虐待？

您是否知道职场虐待会干扰学习、教学、研究和工作的能力？这是因为职场虐待可能会破坏士气，导致压力增加，以及影响大学的正常运转。

定义

但是什么构成虐待？当人们在教育、临床、研究或行政设置中做这样的事情时会发生什么？加利福尼亚大学将虐待行为定义为骚扰或威胁行为，这种行为足够严重、持续或普遍；并且否认、不利限制或干扰某人参与或从大学的教育、就业、临床或其他计划/活动中获得利益。

它会创造一个让合理人会感到令人不安或冒犯，与合法利益无关的环境，无论是否有意。

这是什么

滥用行为的例子可能包括：（侮辱性的）语言；谣言；（贬低的）手势；侮辱；鼓励他人进行恐吓；（极其恶劣的）评论；取笑；干扰（财产或设备）；传播照片、视频或信息（没有合法的商业、临床、研究或教育目的）；不受欢迎的身体接触；排除他人；要求或拒绝接受“不”的回答；威胁阻挡机会；破坏或破坏他人的工作。

这是什么，它不是

但是，虐待行为与适当的监管之间存在差异。适当的指导、评分、评估、绩效管理或提供适当的反馈不属于虐待行为。

适当实施的合理行为示例包括绩效评估、建设性反馈、学生评分、限制访问、会议讨论绩效、目

标设定、调查不当行为、辅导或纪律处分、有决断力的行为或分歧、不受欢迎的声明或有争议的立场、表达不同意见、参与正式调查以及行使学术自由。

所保护的学术自由包括有关学术研究、指导、课程方法的评论、对政策问题或学术成就的不同意见。即使内容被接收者认为是侮辱性的，即使充满激情地表达，也是受到保护的。

意见分歧、沟通不畅、工作方式不同、业务分歧得到专业处理、人际冲突以及工作关系中偶尔出现的问题是工作生活中不可避免的一部分，不一定构成虐待行为。

下一步

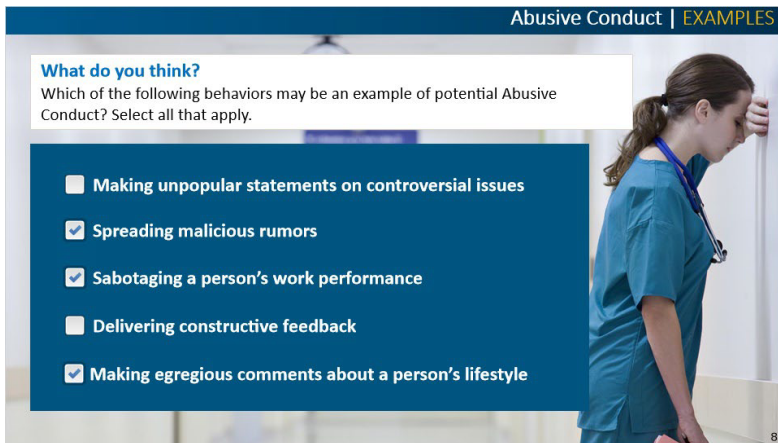
如果您涉及到了辱骂行为，应立即进行报告。报告将进行初步评估。这可能会导致早期解决或正式调查。了解更多有关涉嫌虐待行为的指控时会发生什么情况，请查阅《工作场所辱骂行为政策》。

结论

大学不容忍虐待行为。我们认识到学术自由和学术言论并不是无限制的。在临床环境中使用时，会影响患者的安全和医疗质量。尽管一个合理的人可能会认为某些行为是敌对的、冒犯的、与合法商业利益无关，但学会区分何为虐待行为何为非虐待行为是非常重要的。这就是为什么我们有责任尊重他人、营造一个没有虐待行为的积极环境。

2.2 什么是虐待行为？例子

(多选, 34 分, 允许无限次尝试)



The screenshot shows a quiz interface with a dark blue header that reads "Abusive Conduct | EXAMPLES". Below the header, a white box contains the question: "What do you think? Which of the following behaviors may be an example of potential Abusive Conduct? Select all that apply." To the right of the question is a photograph of a woman in teal scrubs looking down with her hand to her forehead. Below the question is a dark blue list of five options, each with a checkbox. The selected options are "Spreading malicious rumors", "Sabotaging a person's work performance", and "Making egregious comments about a person's lifestyle".

Abusive Conduct | EXAMPLES

What do you think?
Which of the following behaviors may be an example of potential Abusive Conduct? Select all that apply.

- Making unpopular statements on controversial issues
- Spreading malicious rumors
- Sabotaging a person's work performance
- Delivering constructive feedback
- Making egregious comments about a person's lifestyle

虐待行为（例子）

以下哪些行为可能是虐待行为的潜在例子？选择所有适用项。

- 就有争议的问题发表不受欢迎的言论
- 散布恶意谣言
- 破坏一个人的工作表现
- 提供建设性反馈
- 对一个人的生活方式做出极其恶劣的评论

正确 (幻灯片层)

The slide is titled "Abusive Conduct | EXAMPLES". It contains a quiz question: "What do you think? Which of the following behaviors may be an example of potential Abusive Conduct? Select all that apply." The options are: "Making", "Spreading", "Sabotag", "Delivering constructive feedback", and "Making egregious comments about a person's lifestyle". A "Correct" feedback box is overlaid on the "Spreading" option, stating: "Abusive Conduct may include behaviors such as spreading malicious rumors, sabotaging a person's work performance, and making egregious comments about a person's lifestyle." A "Continue" button is also visible. A "REMEMBER" box at the bottom right states: "Differences of opinion and appropriate supervision DO NOT constitute Abusive Conduct".

正确时的反馈：

虐待行为可能包括散布恶意谣言、破坏一个人的工作表现，以及对一个人的生活方式做出极其恶劣的评论。请记住：意见分歧和适当的监督并不构成虐待行为。

请重试 (幻灯片)

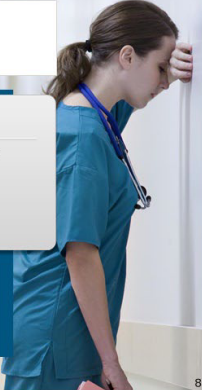
Abusive Conduct | EXAMPLES

What do you think?
Which of the following behaviors may be an example of potential Abusive Conduct? Select all that apply.

- Making
- Spreading
- Sabotag
- Delivering constructive feedback
- Making egregious comments about a person's lifestyle

Incorrect
Differences of opinion are inevitable and do not necessarily constitute Abusive Conduct, and Abusive Conduct does not include exercising appropriate supervision of employees.

[Try Again](#)



回答错误时的反馈：


意见分歧是不可避免的，不一定构成虐待行为，适当对员工进行监督管理也不属于虐待行为的范畴。

2.3 这是一个交互式问题，无法直接翻译。可以翻译成“什么不属于虐待行为？”

WHAT IS NOT ABUSIVE CONDUCT?

Categorize the following behavior as abusive or reasonable:

Providing negative performance appraisals to employees



ABUSIVE CONDUCT REASONABLE BEHAVIOR

9

这是一个交互式问题，无法直接翻译。可以翻译成“什么不属于虐待行为？”

重要的是要认识到，并不是所有可能令人不愉快的互动都必然构成虐待行为。将以下行为分类。选择“虐待行为”或“合理行为”。

向员工提供负面绩效评估

不正确（负面表现）（幻灯片图层）

WHAT IS NOT ABUSIVE CONDUCT?

Categorize the following behavior as abusive or reasonable:

Providing negative performance appraisals to employees



INCORRECT Try again

ABUSIVE CONDUCT REASONABLE BEHAVIOR

9

不正确。

请再试一次。

2.4 这句话可以翻译成“什么不是虐待行为（互动辩论）”。

WHAT IS NOT ABUSIVE CONDUCT?

Categorize the following behavior as abusive or reasonable:

Participating in debates



ABUSIVE CONDUCT

REASONABLE BEHAVIOR

- Providing negative performance appraisals

9a

正确。

将以下行为归类为虐待行为或合理行为。

参加辩论

错误的（辩论）（幻灯片层）

WHAT IS NOT ABUSIVE CONDUCT?

Categorize the following behavior as abusive or reasonable:

Participating in debates



INCORRECT

Try again

ABUSIVE CONDUCT

REASONABLE BEHAVIOR

- Providing negative performance appraisals

9a

不正确。

尝试再次。

2.5 这句话的翻译为：“什么不属于虐待行为？（互动搞笑）”。

WHAT IS NOT ABUSIVE CONDUCT?

Categorize the following behavior as abusive or reasonable:

Making someone the brunt of practical jokes



ABUSIVE CONDUCT **REASONABLE BEHAVIOR**

- Providing negative performance appraisals
- Participating in debates

9b

正确。

将以下行为分类为虐待行为或合理行为。

让某人成为恶作剧的对象。

不正确 (恶作剧) (幻灯片层)

WHAT IS NOT ABUSIVE CONDUCT?

Categorize the following behavior as abusive or reasonable:

Making someone the brunt of practical jokes



INCORRECT

Try again

ABUSIVE CONDUCT

REASONABLE BEHAVIOR

- Providing negative performance appraisals
- Participating in debates

9b

不正确。
尝试再次。

2.6 这句话的翻译是：“什么不是虐待行为（交互式问题）——坚定自信的表达。”

WHAT IS NOT ABUSIVE CONDUCT?

Categorize the following behavior as abusive or reasonable:

Engaging in assertive behavior



ABUSIVE CONDUCT

- Making someone the brunt of practical jokes

REASONABLE BEHAVIOR

- Providing negative performance appraisals
- Participating in debates

9c

正确。

将以下段落翻译成中文普通话：将以下行为归类为虐待行为或合理行为。

参与决策

不正确的（自信行为）（幻灯片层）

WHAT IS NOT ABUSIVE CONDUCT?

Categorize the following behavior as abusive or reasonable:

Engaging in assertive behavior



INCORRECT

Try again

ABUSIVE CONDUCT

- Making someone the brunt of practical jokes

REASONABLE BEHAVIOR


- Providing negative performance appraisals
- Participating in debates

9c

2.7 这句话的中文翻译是：“什么不属于虐待行为（示例）”

WHAT IS NOT ABUSIVE CONDUCT? Examples

CORRECT! In general, Abusive Conduct **does not include** exercising appropriate supervision of employees, participating in debates, or engaging in assertive behavior.



What is NOT ABUSIVE CONDUCT

ABUSIVE CONDUCT

- Making someone the brunt of practical jokes

REASONABLE BEHAVIOR

- Providing negative performance appraisals
- Participating in debates
- Engaging in assertive behavior

9d

正确！

通常情况下，虐待行为不包括对员工进行适当的监督，参与辩论或表现出有决心的行为。如果需要了解更多通常不构成虐待行为的行为示例，请选择“什么不是虐待行为”按钮。当您准备好继续时，请选择“下一步”。

示例 (幻灯片层)

What is NOT Abusive Conduct?

EXAMPLES OF REASONABLE ACTIONS

when carried out appropriately include:

- Providing performance appraisals to employees, including negative appraisals
- Delivering constructive feedback
- Grading student performance, including negative assessments
- Coaching or providing constructive feedback
- Monitoring or restricting access to sensitive and confidential information for legitimate business reasons
- Scheduling regular or ongoing meetings to address performance issues
- Setting ambitious performance goals to align with departmental goals
- Investigating alleged misconduct or violation of University policy
- Engaging in assertive behavior
- Having a disagreement
- Making unpopular statements or articulating positions on controversial issues
- Participating in debates and expressing differences of opinion about academic decisions
- Participating in a formal complaint resolution or grievance process
- Exercising academic freedom



**University of California
Policy**
[Abusive Conduct in the
Workplace \(pdf\)](#)

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合理的行动

适当实施时合理行动的示例包括：

- 向员工提供绩效评估，包括负面评估
- 提供建设性反馈
- 对学生表现进行评分，包括负面评估
- 提供辅导或建设性反馈
- 基于合法商业原因监控或限制对敏感和机密信息的访问
- 安排定期或经常性会议以解决绩效问题
- 设定雄心勃勃的绩效目标以与部门目标相一致
- 调查被指控的不当行为或违反大学政策行为
- 进行果断的行为
- 有分歧
- 发表不受欢迎的言论或表达有争议问题的立场
- 参加辩论并表达有关学术决策的不同意见
- 参与正式的投诉解决或申诉流程
- 行使学术自由

2.8 情境（学术）

SCENARIO | Academic (Student)

What do you think? A student and their professor have been engaged in a discussion over email about an extension for an assignment deadline. After lengthy emails back and forth, the professor wrote, "I will not approve an extension, and I will not respond further to your emails." The student went to complain to the Dean of Students about mistreatment from the professor. **Is this an example of Abusive Conduct?** Select the best response.

NO
The professor is handling this academic situation professionally

YES
The professor is excluding the student from classroom activities

YES
The student's repeated emails are harassing the professor

10

情境

请记住，不是所有的虐待行为看起来都一样。

考虑到你已经学到的知识，回顾以下情况，并确定它是否是虐待行为的一个例子。

一位学生和他们的教授在邮件中就延期作业截止日期进行了讨论。经过长时间的邮件往返后，教授写道：“我不会批准延期，也不会进一步回复你的邮件。”学生去向学生事务主任投诉教授的不当行为。这是否是虐待行为的一个例子？选择最佳答案。

- 不是。教授正在专业地处理这个学术情况。
- 是。教授正在排斥学生参与课堂活动。
- 是。学生反复发送的电子邮件正在骚扰教授。

正确 (幻灯片层)

SCENARIO | Academic (Student)

What do you think? A student and their professor have been engaged in a discussion over email about an extension for an assignment deadline. After lengthy emails back and forth, the professor wrote, "I will not approve an extension, and I will not respond further to your emails." The student went to complain to the Dean of Students about mistreatment from the professor.

Is this an example of Abusive Conduct? Select the best response.

CORRECT!

In general, handling disagreements professionally and carrying out instruction, grading, assessment, and evaluation do not constitute Abusive Conduct.

It is important to note that, when alleged Abusive Conduct is reported, the University will respond in accordance with procedures and timelines set forth in the policy.

10

正确的

总体来说，以专业的方式处理分歧并进行指导、评分、评估和评价并不构成虐待行为。需要注意的是，当被指控的虐待行为被报告时，大学将按照政策规定的程序和时间表做出回应。

不正确的 (幻灯片层)

SCENARIO | Academic (Student)

What do you think? A student and their professor have been engaged in a discussion over email about an extension for an assignment deadline. After lengthy emails back and forth, the professor wrote, "I will not approve an extension, and I will not respond further to your emails." The student went to complain to the Dean of Students about mistreatment from the professor.

Is this an example of Abusive Conduct? Select the best response.

INCORRECT

In general, handling disagreements professionally and carrying out instruction, grading, assessment, and evaluation do not constitute Abusive Conduct.

Try again

10

不正确的

总的来说，专业处理分歧以及执行指示、评分、评估并不构成虐待行为。 . 尝试再次。

2.9 情景（权力失衡）

SCENARIO | Power imbalance (Staff)

What do you think?
Dr. J is the best-funded researcher in their department. Their prolific research team attracts many employees who are dependent on Dr. J for their funding. Postdoc F, from Dr. J's lab, asks to meet with you. They allege that Dr. J mistreats their mentees, has an explosive temper, frequently shouts, and accuses the trainees of being stupid or uncommitted to science.

Postdoc F further alleges that Dr. J routinely requires excessive hours of work in the lab, including

Is this scenario an example of potential Abusive Conduct? Select one

YES Dr. J's behavior is persistent, intimidating, and limiting	NO There were probably operational needs to withhold Postdoc F's publication	MAYBE It depends on how many hours of overtime Postdoc F. worked
--	--	--

11

情景

这里有一个情景，请考虑一下。

您认为怎么样？

J 博士是他们系里拥有最充足经费的研究人员。他们多产的研究团队吸引了许多依赖 J 博士资助的雇员。来自 J 博士实验室的博士后 F 要求与您会面。他们声称 J 博士虐待他们的学生，情绪爆发，经常大喊大叫，并指责学生愚蠢或对科学不忠诚。

博士后 F 进一步指称，J 博士通常要求实验室超时工作，包括晚上和周末。博士后 F 甚至表示，J 博士因为请了一天假而对他们进行了报复，指责他们懒惰，并撤销了他们的假期批准。J 博士甚至拖延了博士后 F 的论文批准数月之久，导致他们无法进入就业市场。

这个情景是否可能是滥用行为的例子？请选择一个。

- 是的。J 博士的行为是持续、威胁性和限制性的。
- 不是的。可能有操作上的需要扣留博士后 F 的出版物。
- 可能是的。这取决于博士后 F 工作了多少加班时间。

不正确的 (幻灯片层)


SCENARIO | Power imbalance (Staff)

What do you think?
Dr. J is the best-funded researcher in their department. Their prolific research team attracts many employees who are dependent on Dr. J for their funding. Postdoc F, from Dr. J's lab, asks to meet with you. They allege that Dr. J mistreats their mentees, has an explosive temper, frequently shouts, and accuses the trainees of being stupid or uncommitted to science.

INCORRECT
Dr. J's behavior is persistent, intimidating, and adversely limit's Postdoc F's career advancement.

Try again

11



不正确的

J 博士的行为是持续的、威胁性的，并且对博士后 F 的职业发展产生了负面的限制。

正确 (幻灯片层)

SCENARIO | Power imbalance (Staff)

CORRECT!

Dr. J's behavior is persistent, intimidating, and **limits career advancement opportunities** for Postdoc F.

This scenario is a reminder that allegations of Abusive Conduct may be complicated and involve many factors. There may be operational needs to work excessive hours, deny vacation time, or withhold publication in some circumstances. However, behavior that is **persistent, offensive, and adversely limiting** constitutes Abusive Conduct.

It is important to note that the relationship between parties will be considered when evaluating conduct. **Power imbalances**, such as between employee and supervisor, or between faculty and staff, may contribute to deciding whether behavior is determined to be abusive.

11

正确的

J 博士的行为是持续的、威胁性的，并且限制了博士后 F 的职业发展机会。这个情景提醒我们，滥用行为的指控可能很复杂，涉及很多因素。在某些情况下，可能存在操作上的需求，需要加班工作、拒绝休假或者扣留出版物。然而，行为如果是持续的、冒犯的，并且对他人职业发展产生负面影响，就构成了滥用行为。

需要注意的是，在评估行为时，双方之间的关系将被考虑。权力失衡，比如雇员和上级之间，或者教员和职员之间，可能会有助于决定行为是否被认定为滥用行为。

2.10 情景（学术自由）

SCENARIO | Academic Freedom (Faculty)

What do you think? In his Modern US History class, Professor M. gave a lecture, which focused on the US Government's role in 9/11. A student questioned the professor's conclusion and a lively discussion ensued. The student, who continues to have an alternate viewpoint, complained to the department chair about the professor.

Is this an example of Abusive Conduct? Select the best response.

YES
The student publicly disagreed with the professor

YES
The professor's controversial viewpoint generated distracting conversation

NO
The professor's conduct is covered by academic freedom, which extends to the classroom

12

情景

让我们通过研究这个情景来进一步探讨学术自由的主题。

在他的现代美国历史课上，M 教授发表了一篇演讲，重点关注美国政府在 911 事件中的作用。一名学生对教授的结论提出了质疑，随后展开了一场热烈的讨论。这名学生仍然持有另一种观点，向系主任投诉了教授。

这是滥用行为的例子吗？选择最佳答案。

- 是的。学生公开反对教授。
- 是的。教授的有争议观点引发了分散注意力的对话。
- 不是的。教授的行为受到学术自由的保护，这种保护扩展到课堂。

正确 (幻灯片层)

SCENARIO | Academic Freedom (Faculty)

What do you think? In his Modern US History class, Professor M. gave a lecture, which focused on the US Government's role in 9/11. A student questioned the professor's conclusion and a lively discussion ensued. The student, who continues to have an alternate viewpoint, complained to the department chair about the professor.

Is this an example of Abusive Conduct? Select the best response.

CORRECT!
As described, the conduct in this situation does not constitute Abusive Conduct. The professor's behavior is covered by **academic freedom**, which includes the right to express views on matters of public importance. This right extends to curriculum and instruction in the classroom.

REMEMBER: In general, making **unpopular statements** or articulating positions on **controversial issues** does not constitute Abusive Conduct.

12

正确的

如描述的那样，这种情况下的行为不构成滥用行为。教授的行为受到学术自由的保护，其中包括在公共事务上表达观点的权利。这种权利扩展到课程和课堂教学。

记住：通常，发表不受欢迎的言论或表达有争议的观点并不构成滥用行为。

不正确的 (幻灯片层)

SCENARIO | Academic Freedom (Faculty)

What do you think? In his Modern US History class, Professor M. gave a lecture, which focused on the US Government's role in 9/11. A student questioned the professor's conclusion and a lively discussion ensued. The student, who continues to have an alternate viewpoint, complained to the department chair about the professor.

Is this an example of Abusive Conduct? Select the best response.

INCORRECT

In general, having differences of opinions, making unpopular statements, or articulating positions on controversial issues does not necessarily constitute Abusive Conduct.

Try again

12

不正确的

通常情况下，持有不同的观点，发表不受欢迎的言论或表达有争议的立场并不一定构成滥用行为。

2.11 概述



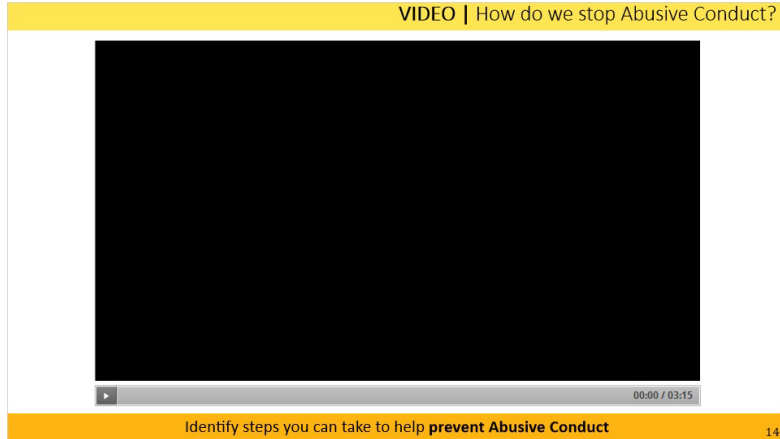
概述

总之，请记住：

- 定义虐待行为
- 辨别可能构成虐待行为的行为示例；
- 确认通常不构成虐待行为的行为。

3. 预防

3.1 我们如何停止虐待行为？（视频）



我们如何停止虐待行为？

滥用行为

滥用行为真的能被预防吗？在滥用行为发生之前，总有一些事情可以做来预防它的发生。

策略

这并不意味着你总是要与他人对抗。相反，你可以采取可控的步骤，包括：了解指导方针；记录事件；设定界限；和报告问题。你还可以寻求咨询以增强自己的应对技能。

了解

政策和程序

采取行动了解工作场所滥用行为政策中的指导方针、政策和程序。同时，还要审查社区原则。这些文件定义了什么是尊重的工作关系。道德行为标准可以帮助你确定在其描述“尊重他人”的章节中被认为是合法和专业的行为。此外，还要审查道德价值声明，它为你提供了有关诚信、责任和他人的权利和尊严等概念的指导。

记录

记录任何事件，以便后续报告。这有助于你分享有用的信息，以证明问题，例如：日期、时间、在场者；它如何影响了你或其他人；以及它是否发生过，或者是否属于一种模式。

设定界限

地点

要认识到，工作场所不仅包括你工作的物理空间，还可以扩展到任何进行大学业务或在大学计划或活动的背景下的地方。这包括你在大学旅行、会议或员工退休聚会等地方。因此，当你在 UC 的其他人附近时，要适当地参与，并尽量减少暴露。

沟通

如果你观察到滥用行为，请告诉其他人你不喜欢他们的行为。如果你感到安全，可以这样沟通。简单地说，“我不喜欢那个笑话”可能就足够了。不要加入其中，避免参与不当行为，并不允许其他人的冒犯行为、闲谈或讨论继续下去。

介入

你可以通过学习如何指导、分散注意力、委派和/或延迟来缓解滥用行为的情况。直接介入并问：“这里一切都好吗？”通过偶然地溢出或掉落某些东西来制造分心。委派通过要求有权威的人帮助。延迟通过事后检查个人情况。你可以通过问“我有什么方式可以支持你吗？”来帮

3.2 报复



防止报复

需要注意的是，加州大学的政策禁止对任何报告滥用行为或参与调查的人进行报复。任何 UC 社区成员如果进行报复行为，如威胁、恐吓或报复行为，都可能受到纪律处分。

3.3 概要 (预防)



概要

总之，记得要：

- 确定预防滥用行为的策略，并
- 了解如何保护自己免受报复。

4. 程序（应对）

4.1 当出现滥用行为时会发生什么？（视频）

VIDEO | What happens when there is Abuse?



The University must respond to alleged Abusive Conduct

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当出现滥用行为时会发生什么？

不良行为

骚扰或威胁行为在大学环境中是不容许的。当出现不良行为时，有政策定义了相关角色和程序，可以导致解决方案、调查和建议的行动。虽然行动范围可能从讨论到纪律处分，但并非所有人都会被告知纠正措施的详细信息。

角色

对不良行为的调查通常涉及以下角色：1) 申诉人：或声称或遭受不良行为（包括学生）的个人；2) 被申诉人：或涉嫌参与不良行为的个人（们）。还可能涉及其他人，例如主管/经理和调查人员。

程序

大学在发生虐待行为时会采取什么行动？

1) 报告

一旦出现虐待行为，应立即进行报告。报告可以提交给：1) 主管/经理，2) 相关大学办公室，以及/或者3) UC举报电话热线。能够提供帮助或者调查的大学办公室包括人力资源、学术人员和学生事务办公室。

性别。如果虐待行为与性别有关，报告将由《第九号修正案》办公室处理。这包括以下行为：基于性别（包括性别认同或性别表达）的行为；性别刻板印象的行为；或者性取向的行为。

身体。身体暴力或威胁是极端的虐待行为，应该向加州大学警察局或威胁应对团队报告。

匿名。匿名报告会被认真对待，并进行跟踪，即使它们不被调查。

时间限制。提交报告没有时间限制。人们应该报告，即使时间已经过去很长。除了报告虐待行为外，员工还可以提出申诉或投诉。

2) 评估

一旦报告，办公室将在30天内进行初步评估。大学随后进行解决方案的制定。投诉人将收到书面通知，了解所采取的步骤以达成解决方案。

3) 解决方案

解决方案可以是：1) 早期解决，和/或2) 正式调查。早期解决包括：讨论或调解；咨询、辅导、教育和/或培训项目；或者纠正行动/纪律谈判。这些行动在初步评估后的60-75个工作日内开始。正式调查包括：访谈（参与方及其他证人）；文件和证据审查；和/或采取临时保护措施。在访谈过程中，顾问和其他支持人员可以参与。这个过程会产生正式的书面报告。报告将转发给适当的大学官员，由其建议下一步行动。为了保护隐私，投诉人可能会被通知该事项已被转介到适当的行政行动。但未经被投诉人的同意，投诉人可能不会被告知推荐行动的细节。




结论

滥用行为对环境产生负面影响，造成恐惧和不尊重的氛围。在临床环境中，这可能导致可预防的患者伤害。加州大学致力于为所有人提供安全、支持、响应和公平的环境。相应地，所有社区成员都应该以支持大学的《社区原则》、《道德价值观声明》和《道德行为标准》的方式行事。

4.2 报告 (行为类型)

REPORT | Based on type of conduct

Select each category.

 Sexual Violence Sexual Harassment	 Discrimination	 Physical Violence
Title IX Office	Equal Employment Opportunity (Affirmative Action)	Campus Police or Threat Response Team

Follow your [local procedures](#) to report Abusive Conduct

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报告

你应该注意特定行为的报告处理中的特殊考虑和流程。如果你不确定如何对你认为具有虐待性质的行为进行分类，请仍然进行报告。虐待行为报告的当地调查人员将会协助确定下一步的处理。报告程序的具体机制因地点而异。请参考并遵循你所在地的具体报告程序。选择每个类别以了解更多信息。当你准备好时，请选择“下一步”继续。

身体暴力 (幻灯片层)

REPORT | Based on type of conduct

- Physical violence or threats of physical violence are **extreme forms of Abusive Conduct**
- Report to the location's campus **police department** or **threat response team**



Physical Violence

Campus Police or Threat Response Team


Follow your [local procedures](#) to report Abusive Conduct 18

身体暴力

身体暴力或身体暴力威胁是虐待行为的极端形式。请向你所在地的校园警察局或威胁应对团队报告此类行为。

性暴力/性骚扰 (幻灯片图层)


REPORT | Based on type of conduct



**Sexual Violence
Sexual Harassment**

- If abuse is **sex-based**, report or forward reports to the **Title IX Office**.
- Includes conduct that is based on **gender**, gender identity, gender expression, sex- or gender-stereotyping, or sexual orientation.

Title IX Office

 University of California Policy [Sexual Violence and Sexual Harassment \(pdf\)](#)

Follow your [local procedures](#) to report Abusive Conduct 18


性暴力/性骚扰

如果滥用行为是以性为基础的，请向校内《第九条》办公室报告或转发报告。这包括基于性别、性别认同、性别表达、性别或性别刻板印象或性取向的行为。有关更多信息，请查阅加州大学性暴力和性骚扰政策。

歧视 (幻灯片图层)

REPORT | Based on type of conduct

- Abuse based on one or more **protected categories**
- Report or forward reports to the **Equal Employment Opportunity** and/or **Affirmative Action** offices.



Discrimination

Equal Employment Opportunity (Affirmative Action)

University of California Policy [Discrimination, Harassment, and Affirmative Action in the Workplace \(pdf\)](#)

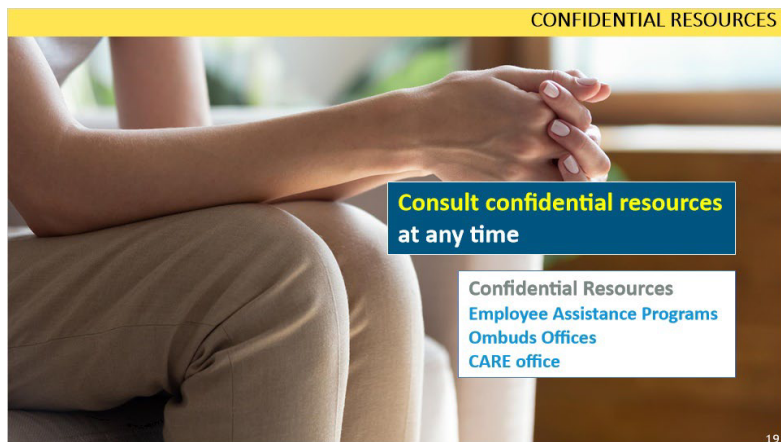
Follow your [local procedures](#) to report Abusive Conduct

18

歧视

如果行为是基于一个或多个受保护类别的，请将报告报告或转发给您所在地的平等就业机会和/或肯定行动办公室。如需更多信息或者查看受保护的类别，请访问加州大学有关工作场所歧视、骚扰和肯定行动的政策。

4.3 机密资源



机密资源

任何目睹或遭遇滥用行为的人都可以咨询机密资源寻求支持和援助，例如心理咨询、冲突解决以及资源介绍等。您可以随时咨询机密资源，这不被视为举报。您所在地的机密资源包括员工援助计划和调解办公室。

4.4 隐私和保密性



隐私和保密性

大学必须权衡举报滥用行为中相关人士的隐私利益与收集信息、确保公正程序以及制止、预防和纠正所指控的行为之间的需要。在这种情况下，大学将在法律和大学政策所允许的范围内保护人们的隐私。

4.5 总结 (程序)



总结

现在您应该能够：














- 举报工作场所的滥用行为
- 认识到大学对所指控的滥用行为有责任作出反应
- 了解解决问题的选项。

5. 资源

5.1 位置

LOCATION

Select your campus or location.

 Berkeley	 Davis	 Irvine	 Los Angeles
 Merced	 Riverside	 San Diego	 San Francisco
 Santa Barbara	 Santa Cruz	 ANR	 LBNL
 UCOP			

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位置资源

在您所在的校园或地点，有各种资源可供使用。请选择您的位置以继续。

5.2 Irvine



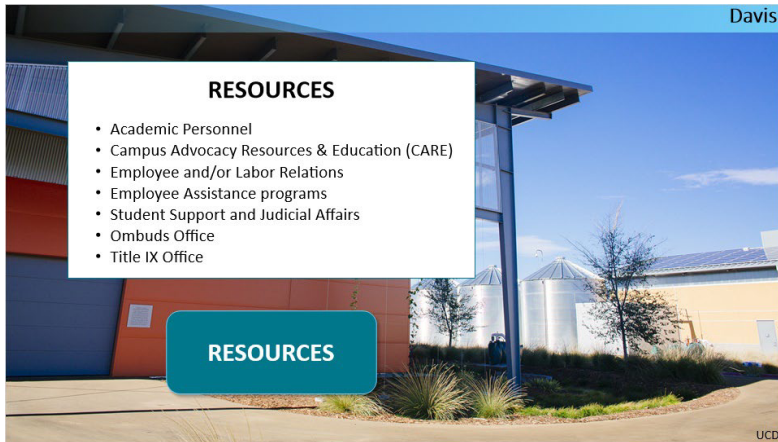
资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：

- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

请选择“资源”按钮开始查看。请注意，相关信息将在单独的浏览器中显示。我们建议您记录这些计划和资源以供将来参考。当您准备好时，请返回培训播放器，然后选择“下一步”以继续。

5.3 Davis



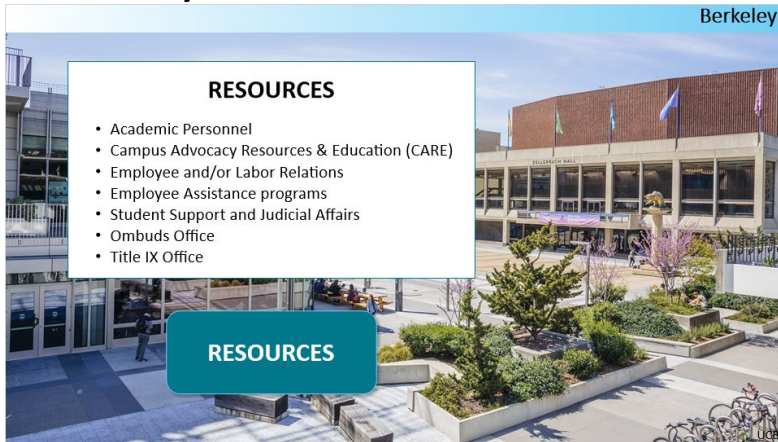
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5.4 Berkeley



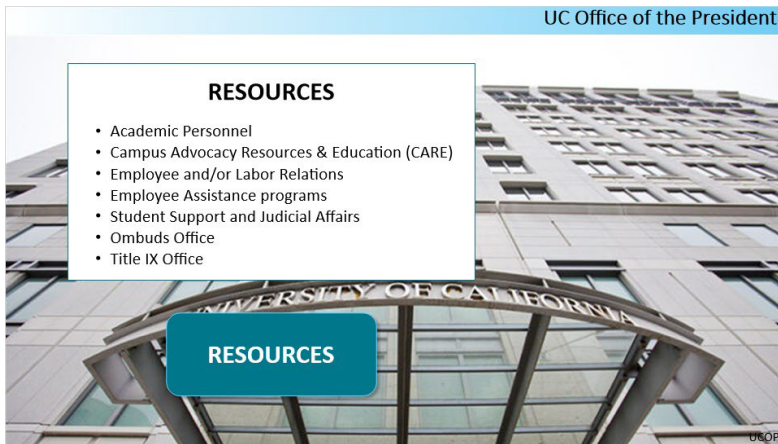
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5.5 UCOP



资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：

- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

请选择“资源”按钮开始查看。请注意，相关信息将在单独的浏览器中显示。我们建议您记录这些计划和资源以供将来参考。当您准备好时，请返回培训播放器，然后选择“下一步”以继续。

5.6 Merced



资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：

- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

请选择“资源”按钮开始查看。请注意，相关信息将在单独的浏览器中显示。我们建议您记录这些计划和资源以供将来参考。当您准备好时，请返回培训播放器，然后选择“下一步”以继续。

5.7 Los Angeles



资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：

- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

请选择“资源”按钮开始查看。请注意，相关信息将在单独的浏览器中显示。我们建议您记录这些计划和资源以供将来参考。当您准备好时，请返回培训播放器，然后选择“下一步”以继续。

5.8 Santa Barbara



资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：

- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

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5.9 Santa Cruz



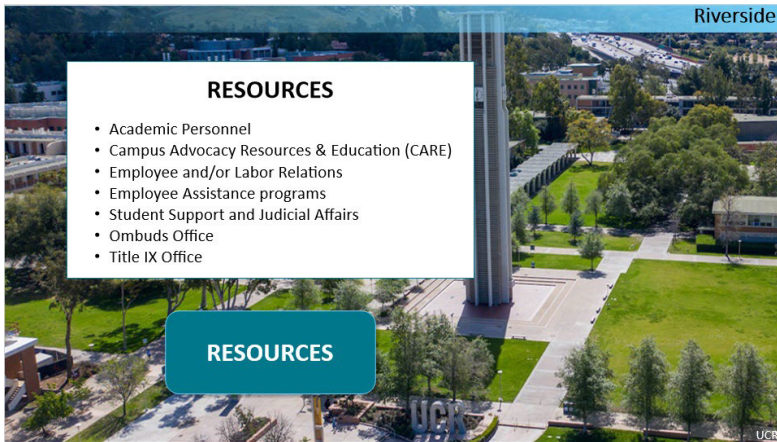
资源

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- 调解办公室等等。

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5.10 Riverside



资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：

- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

请选择“资源”按钮开始查看。请注意，相关信息将在单独的浏览器中显示。我们建议您记录这些计划和资源以供将来参考。当您准备好时，请返回培训播放器，然后选择“下一步”以继续。

5.11 San Diego



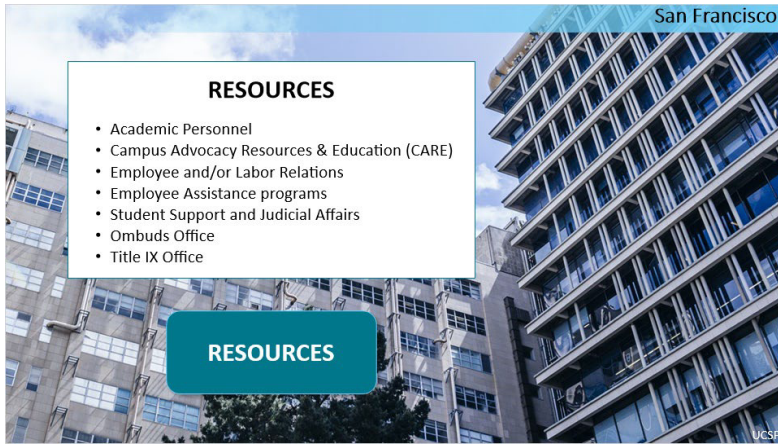
资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：

- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

请选择“资源”按钮开始查看。请注意，相关信息将在单独的浏览器中显示。我们建议您记录这些计划和资源以供将来参考。当您准备好时，请返回培训播放器，然后选择“下一步”以继续。

5.12 San Francisco



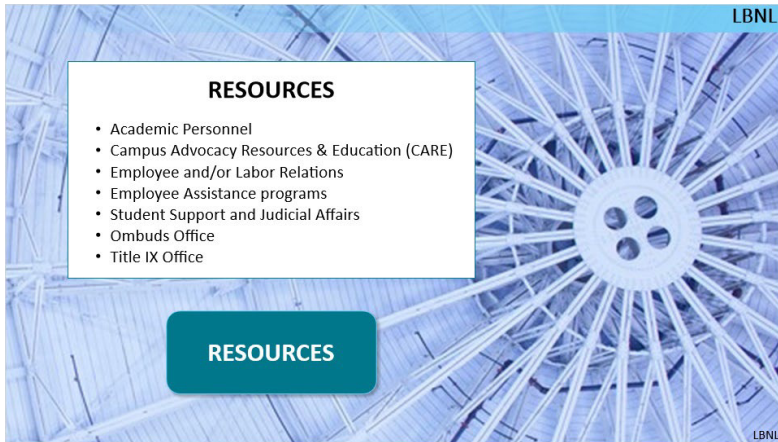
资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：

- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

请选择“资源”按钮开始查看。请注意，相关信息将在单独的浏览器中显示。我们建议您记录这些计划和资源以供将来参考。当您准备好时，请返回培训播放器，然后选择“下一步”以继续。

5.13 LBNL



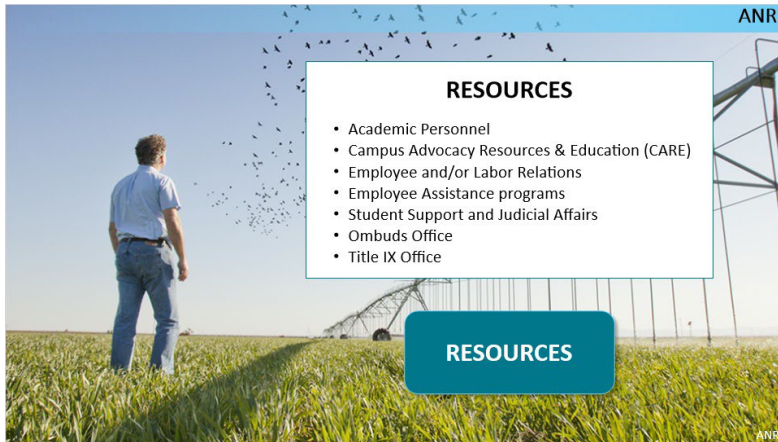
资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：

- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

请选择“资源”按钮开始查看。请注意，相关信息将在单独的浏览器中显示。我们建议您记录这些计划和资源以供将来参考。当您准备好时，请返回培训播放器，然后选择“下一步”以继续。

5.14 ANR



资源

大学有各种计划来支持您。请花一点时间查看可用于您的其他信息和资源，例如：


- 员工和/或劳动关系
- 员工援助计划
- 调解办公室等等。

请选择“资源”按钮开始查看。请注意，相关信息将在单独的浏览器中显示。我们建议您记录这些计划和资源以供将来参考。当您准备好时，请返回培训播放器，然后选择“下一步”以继续。

6. 测试

6.1 提醒

REMINDER



Help the University provide a safe, supportive, responsive, and equitable environment

To Do

- Recognize **Abusive Conduct**
- Identify **prevention** strategies
- Follow **procedures** to report, and be familiar with the University's response
- Access additional information (**resources**)

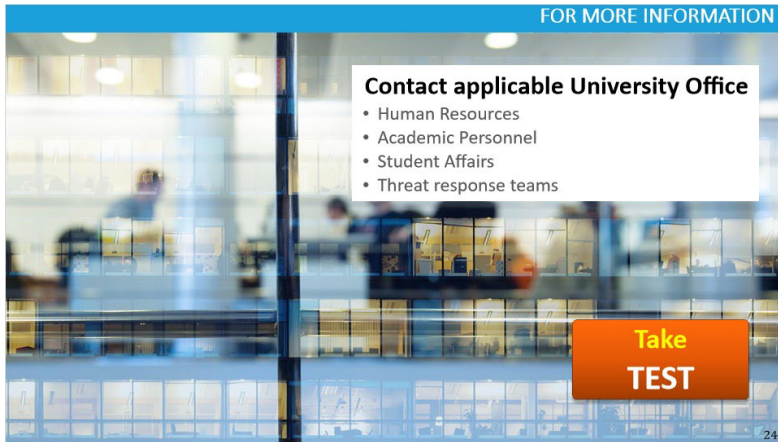
23

提醒

总之，请记住：

1. 认识滥用行为
2. 辨别预防策略。
3. 遵循报告程序，并熟悉大学的反应；以及
4. 获取额外信息。

6.2 获取更多信息



获取更多信息

获取更多信息，请参阅您所在地的滥用行为实施程序。您还可以联系适用的大学办公室，例如人力资源、学术人事、学生事务和/或威胁应对团队。要获得此课程的学分，您必须完成测试和确认。当您准备好时，请继续进行测试。


6.3 问题 1

(多项选择, 34 分, 仅允许 1 次尝试)

ABUSIVE CONDUCT | TEST

Which of the following behaviors may be an example of potential Abusive Conduct? *Select all that apply.*

- Spreading malicious rumors
- Making unpopular statements on controversial issues
- Sabotaging a person's work performance
- Delivering constructive feedback
- Making egregious comments about a person's lifestyle



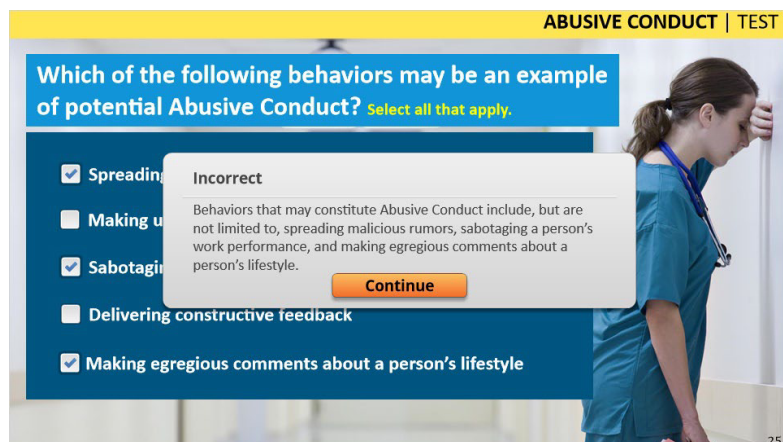
25

问题 1

以下哪些行为可能是潜在的滥用行为的例子？请选出所有适用的选项。

- 散布恶意谣言
- 在有争议的问题上发表不受欢迎的言论
- 破坏一个人的工作表现
- 提供建设性反馈
- 对一个人的生活方式发表极其恶劣的评论

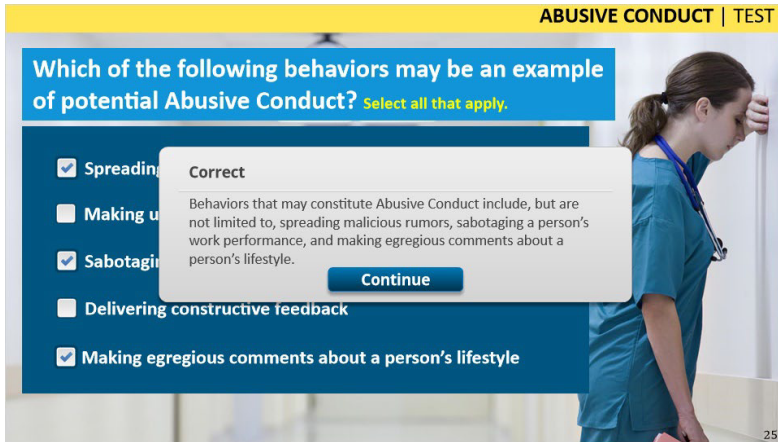
错误 (幻灯片层)



回答错误时的反馈：

可能构成滥用行为的行为包括但不限于散布恶意谣言，破坏一个人的工作表现，以及对一个人的生活方式发表极其恶劣的评论。

正确 (幻灯片层)



正确时的反馈：

可能构成滥用行为的行为包括但不限于散布恶意谣言、破坏一个人的工作表现以及对一个人的生活方式做出过分的评论。

6.4 问题 2

(多选, 33 分, 仅允许 1 次尝试)

ABUSIVE CONDUCT | TEST

Which of the following behaviors is an example of Abusive Conduct? *Select the best response.*

- Scheduling regular meetings to address performance issues
- Grading student performance, including negative assessments
- Having a passionate disagreement
- Making threats to block a person's advancement without a legitimate business or educational purpose

26

问题 2

以下哪种行为是虐待行为的例子？选择最佳答案。

- 安排定期会议解决绩效问题
- 对学生的表现进行评分，包括负面评价
- 有激烈的分歧
- 无合理的商业或教育目的而威胁阻碍一个人的晋升

错误 (幻灯片层)

ABUSIVE CONDUCT | TEST

Which of the following behaviors is an example of Abusive Conduct? **Select the best response.**

- Scheduling
- Grading s
- Having a
- Making threats to block a person's advancement without a legitimate business or educational purpose

Incorrect

Making threats to block a person's advancement opportunities or continued employment at the University without a legitimate business or educational purpose constitutes Abusive Conduct.

Continue

REMEMBER: Abusive Conduct does not include exercising **appropriate supervision** of employees, or carrying out instruction, **grading**, assessment, and **evaluation**. It does not include **performance management** or differences of opinion that are handled professionally.

26

错误

威胁要阻挠一个人在大学中的晋升机会或继续受雇，而没有合理的业务或教育目的，构成滥用行为。

正确 (幻灯片层)

ABUSIVE CONDUCT | TEST

Which of the following behaviors is an example of Abusive Conduct? **Select the best response.**

- Scheduling
- Grading s
- Having a
- Making threats to block a person's advancement without a legitimate business or educational purpose

Correct
Making threats to block a person's advancement opportunities or continued employment at the University without a legitimate business or educational purpose constitutes Abusive Conduct.

Continue

REMEMBER: Abusive Conduct does not include exercising **appropriate supervision** of employees, or carrying out instruction, **grading**, assessment, and **evaluation**. It does not include **performance management** or differences of opinion that are handled professionally.

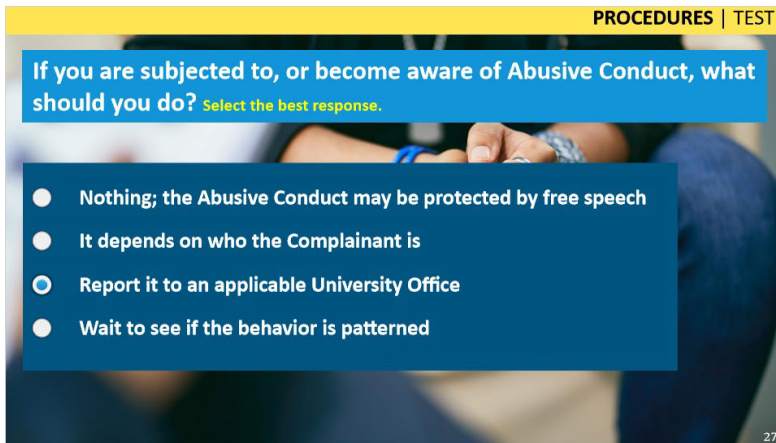
26

正确的

威胁要阻挠一个人在大学中的晋升机会或继续受雇，而没有合理的业务或教育目的，构成滥用行为。

6.5 问题 3

(多选, 33 分, 仅允许 1 次尝试)



The screenshot shows a test question interface. At the top, a yellow bar contains the text "PROCEDURES | TEST". Below this, a blue box contains the question: "If you are subjected to, or become aware of Abusive Conduct, what should you do? Select the best response." Below the question, there are four radio button options in a dark blue box:

- Nothing; the Abusive Conduct may be protected by free speech
- It depends on who the Complainant is
- Report it to an applicable University Office
- Wait to see if the behavior is patterned

The number "27" is visible in the bottom right corner of the screenshot.

问题 3

如果你遭受或发现有虐待行为，你应该怎么做？选择最佳答案。

- 什么都不做；虐待行为可能受到言论自由的保护
- 这要看申诉人是谁
- 报告给相应的大学部门
- 等待观察行为是否成为一种模式

错误 (幻灯片层)

PROCEDURES | TEST

If you are subjected to, or become aware of Abusive Conduct, what should you do? **Select the best response.**

- Nothing;
- It depends on the situation.
- Report it to your manager, supervisor, directly to the applicable University office, or to the UC Whistleblower Hotline.
- Wait to see if the behavior is patterned

Incorrect
If you are involved in Abusive Conduct, you should report it to your manager, supervisor, directly to the applicable University office, or to the UC Whistleblower Hotline.

Continue

REMEMBER: Managers/Supervisors must report to the applicable University office.

27

错误

如果你涉及到了虐待行为，你应该向你的经理、主管、直接向适当的大学办公室或加州举报者举报热线报告。

正确 (幻灯片层)

PROCEDURES | TEST

If you are subjected to, or become aware of Abusive Conduct, what should you do? **Select the best response.**

- Nothing;
- It depends on the situation.
- Report it to your manager, supervisor, directly to the applicable University office, or to the UC Whistleblower Hotline.
- Wait to see if the behavior is patterned

Correct
If you are involved in Abusive Conduct, you should report it to your manager, supervisor, directly to the applicable University office, or to the UC Whistleblower Hotline.

Continue

REMEMBER: Managers/Supervisors must report to the applicable University office.

27

正确的

如果您涉及到辱骂行为，应该向您的经理、主管、直接向适用的大学办公室或 UC 举报者举报热线报告此事。


6.6 问题 4

(多选, 33 分, 仅允许 1 次尝试)

PROCEDURES | TEST

After receiving a report of alleged Abusive Conduct, the University responsibilities are _____? Select the best response.

- Adjudication, Resolution
- Assessment, Retaliation
- Accusation, Resolution
- Assessment, Resolution



28

问题 4

接到关于涉嫌滥用行为的报告后, 大学的责任是什么_____? 请选择最佳答案。

- 裁决, 解决
- 评估, 报复
- 指控, 解决
- 评估, 解决

正确 (幻灯片层)

PROCEDURES | TEST

After receiving a report of alleged Abusive Conduct, the University responsibilities are _____? Select the best response.

- Adjust
- Assess
- Accu
- Assessment, resolution

Correct
Upon receiving a report of alleged Abusive Conduct, the University is responsible to complete an assessment within 30 days, then reach resolution.

Continue

REMEMBER: Resolution may be achieved through early resolution and/or formal investigation.

28

正确时的反馈：

在接到关于涉嫌虐待行为的报告后，大学有责任在 30 天内完成评估，然后达成解决方案。

错误 (幻灯片层)

PROCEDURES | TEST

After receiving a report of alleged Abusive Conduct, the University responsibilities are _____? Select the best response.

- Adju
- ASSE
- Accu
- ASSESSMENT, RESOLUTION

Incorrect

Upon receiving a report of alleged Abusive Conduct, the University is responsible to complete an assessment within 30 days, then reach resolution.

Continue

REMEMBER: Resolution may be achieved through early resolution and/or formal investigation.

28

回答错误时的反馈：

在接到关于涉嫌虐待行为的报告后，大学有责任在 30 天内完成评估，然后达成解决方案。

6.7 问题 5

(多选, 33 分, 仅允许 1 次尝试)



The screenshot shows a quiz interface. At the top right, it says "PREVENTION | TEST". The main text of the question is: "The policy on Abusive Conduct aims to protect all members of the University community by prohibiting acts of Abusive Conduct and _____. Select the best response." Below the text is a list of four options with radio buttons: "Escalation", "Guilt", "Retaliation", and "Accusation". The "Retaliation" option is selected, indicated by a blue dot in the radio button. The background of the screenshot shows a woman with long dark hair, wearing a grey top, with her hand raised in a stop gesture. The number "29" is visible in the bottom right corner of the screenshot.

问题 5

政策中的虐待行为旨在通过禁止虐待行为和制定相应的指导方针, 保护大学社区的所有成员_____。请选择最佳答案。

- 逐步升级
- 罪过
- 报复
- 指控

正确 (幻灯片层)

PREVENTION | TEST

The policy on Abusive Conduct aims to protect all members of the University community by prohibiting acts of Abusive Conduct and _____ . Select the best response.

- Escalation
- Guidance
- Retaliation
- Accusation

Correct

The policy on Abusive Conduct in the Workplace prohibits Retaliation against any person who reports Abusive Conduct, assists someone with a report, or participates in an investigation or other process under the policy.

Continue

Examples of Retaliation include threats, intimidation, reprisals, or other adverse actions.

29

正确时的反馈：

工作场所滥用行为政策禁止对任何举报滥用行为的人、协助举报的人或参与该政策下的调查或其他程序的人进行报复。

错误 (幻灯片层)

PREVENTION | TEST

The policy on Abusive Conduct aims to protect all members of the University community by prohibiting acts of Abusive Conduct and _____ . Select the best response.

Incorrect

The policy on Abusive Conduct in the Workplace prohibits Retaliation against any person who reports Abusive Conduct, assists someone with a report, or participates in an investigation or other process under the policy.

Continue

Escalation

Guidance

Retaliation

Accusation

Examples of Retaliation include threats, intimidation, reprisals, or other adverse actions.

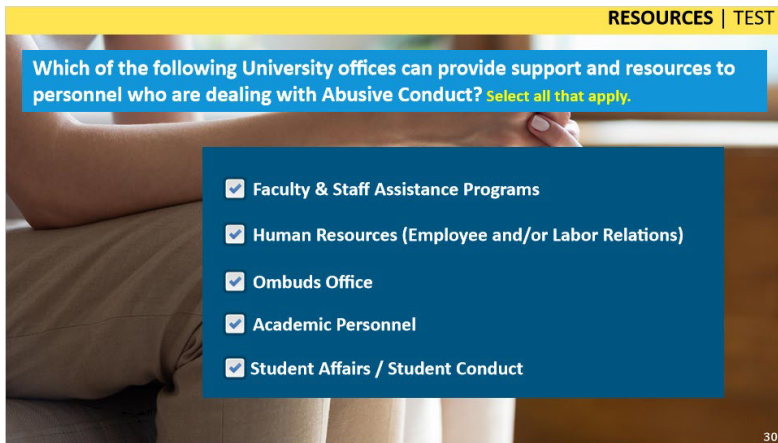
29

回答错误时的反馈：

工作场所滥用行为政策禁止对任何举报滥用行为的人、协助举报的人或参与该政策下的调查或其他程序的人进行报复。

6.8 问题 6

(多选题, 34 分, 仅限 1 次尝试)



问题 6

以下哪个大学办公室可以为正在处理虐待行为的人员提供支持和资源？选择所有适用的选项。

- 教职员工援助计划
- 人力资源（雇员和/或劳动关系）
- 调解办公室
- 学术人员
- 学生事务/学生行为

错误 (幻灯片层)

The screenshot shows a quiz interface. At the top, a yellow bar contains the text "RESOURCES | TEST". Below this, a blue banner asks: "Which of the following University offices can provide support and resources to personnel who are dealing with Abusive Conduct? Select all that apply." The question is overlaid on a background image of a person's hands. A white feedback box titled "Incorrect" is displayed, containing the text: "Various University offices can provide support to personnel who are dealing with Abusive Conduct; they include Faculty & Staff Assistance Programs, Human Resources, Ombuds Office, Academic Personnel, and Student Affairs." Below the feedback box is an orange "Continue" button. The quiz options are listed in a blue box below the feedback: "Academic Personnel" and "Student Affairs / Student Conduct", both with checked checkboxes. A small number "30" is visible in the bottom right corner of the slide.

回答错误时的反馈：

各种大学办公室可以为正在处理虐待行为的人员提供支持，它们包括教职员员工援助计划、人力资源、调解办公室、学术人员和学生事务。

正确 (幻灯片层)

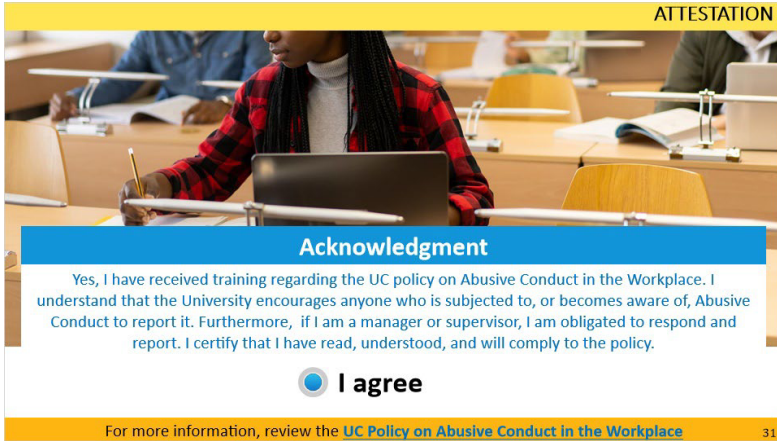
The image shows a slide from a presentation titled "RESOURCES | TEST". The main question is: "Which of the following University offices can provide support and resources to personnel who are dealing with Abusive Conduct? Select all that apply." Below the question, a white feedback box titled "Correct" provides the answer: "Various University offices can provide support to personnel who are dealing with Abusive Conduct; they include Faculty & Staff Assistance Programs, Human Resources, Ombuds Office, Academic Personnel, and Student Affairs." Below the feedback box, a blue box contains two checked options: "Academic Personnel" and "Student Affairs / Student Conduct". A "Continue" button is also visible. The slide number "30" is in the bottom right corner.

正确时的反馈：

各种大学办公室可以为正在处理虐待行为的人员提供支持，它们包括教职员工援助计划、人力资源、调解办公室、学术人员和学生事务。

6.9 致谢

(多项选择题, 100 分, 允许无限尝试)



The screenshot shows a digital form titled "ATTESTATION" with a blue header. The main content area has a white background with a blue border. It contains the following text: "Acknowledgment", "Yes, I have received training regarding the UC policy on Abusive Conduct in the Workplace. I understand that the University encourages anyone who is subjected to, or becomes aware of, Abusive Conduct to report it. Furthermore, if I am a manager or supervisor, I am obligated to respond and report. I certify that I have read, understood, and will comply to the policy.", and a radio button next to the text "I agree". At the bottom, there is a yellow footer with the text "For more information, review the UC Policy on Abusive Conduct in the Workplace" and the page number "31".

ATTESTATION

Acknowledgment

Yes, I have received training regarding the UC policy on Abusive Conduct in the Workplace. I understand that the University encourages anyone who is subjected to, or becomes aware of, Abusive Conduct to report it. Furthermore, if I am a manager or supervisor, I am obligated to respond and report. I certify that I have read, understood, and will comply to the policy.

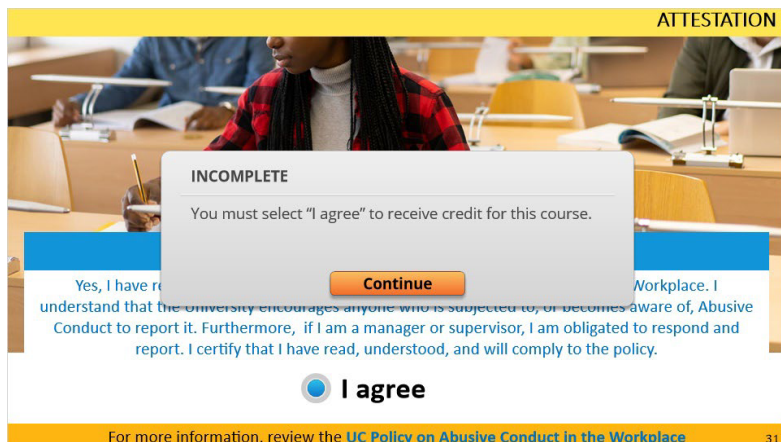
I agree

For more information, review the [UC Policy on Abusive Conduct in the Workplace](#) 31

致谢

为获得本课程的学分，您必须完成确认。当您准备好时，请继续选择“我同意”旁边的框，以确认您已接受虐待行为培训，并将遵守 UC 职场虐待政策下的责任。有关更多信息，您可以在线上查阅该政策。

未完成 (幻灯片图层)

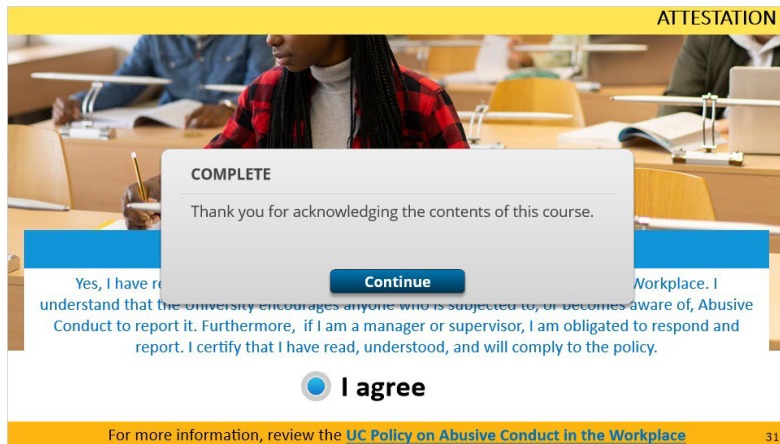


回答错误时的反馈：

您必须选择“我同意”才能获得本课程的学分。

已完成 (幻灯片图层)

ATTESTATION



COMPLETE

Thank you for acknowledging the contents of this course.

Yes, I have read, understood, and will comply to the policy. I understand that the University encourages anyone who is subjected to, or becomes aware of, Abusive Conduct to report it. Furthermore, if I am a manager or supervisor, I am obligated to respond and report. I certify that I have read, understood, and will comply to the policy.

I agree

Continue

For more information, review the [UC Policy on Abusive Conduct in the Workplace](#)

31

6.10 结果

(结果幻灯片, 0 分, 允许 1 次尝试)

RESULTS

Your Score: 0% (0 points)

Passing Score: 0% (0 points)

Result:

Problems connecting?
Disconnect from VPN
to complete the
course evaluation

Evaluate
course

Exit

32

摘要

请花点时间评估本课程。准备好后，请选择“退出”。

失败 (幻灯片图层)

The screenshot shows a test results interface with a yellow header labeled "RESULTS". It displays "Your Score: 0% (0 points)" and "Passing Score: 0% (0 points)". A horizontal line separates the score information from the result message: "Result: You did not pass." Below this, there are three buttons: a blue "Retry Test" button, a green "Evaluate course" button, and a red "Exit" button. In the bottom left corner, there is a small text box that says "Problems connecting? Disconnect from VPN to complete the course evaluation". The number "32" is visible in the bottom right corner of the slide.

失败

很抱歉，您未通过此培训。请在准备好后复习本课程，并重新尝试测试。

成功 (幻灯片图层)

RESULTS

Your Score: 0% (0 points)

Passing Score: 0% (0 points)

Result:
✔ Congratulations, you passed.

Problems connecting?
Disconnect from VPN
to complete the
course evaluation

Evaluate
course

Exit

32

成功

恭喜！您已经通过了此培训。请花点时间评估本课程。准备好后，请点击“退出”。