

ADA 4E: Scenarios of Sexism, Tokenism, Gender Stereotyping and Miscommunication

- A boss always asks the female staff members in the office to get coffee and clean up. The boss never asks the men.
- A woman has made a mistake, or was unable to do something the way a man might have. The male team members speak about her as if what she did is representative of women in general (this can be reversed – targeting a man).
- A male boss refers to females as “honey” or “sweetie” or the like.
- A man is considering applying to go to school to work as a nurse. He is stereotyped either as effeminate or gay, or unqualified for the work because men aren’t caring or nurturing.
- A woman is judged as incompetent because she seeks input from others in order to make the best decision rather just acting.
- Men (or women) talking about the appearance and desirability of a coworker of the opposite sex.
- A female manager is disparaged because she is very sure, direct, blunt, and makes without consultation – often characteristics associated with men (reverse it – a male using a “typically” female management style).
- Workers feel their boss doesn’t appreciate them as their input is never considered.
- A non-binary work who uses they/them pronouns is constantly misgendered by their boss and/or co-workers.
- A woman is trying to make a point in a meeting and is largely ignored. A man then makes the point more forcefully and everyone is paying attention and addressing the point.

- A female worker is discussing an idea with a male. He listens, but doesn't say anything, and doesn't show any facial expressions. The woman gets frustrated believing the man was not interested in what she was saying.