

VIDI Framework Activity

Violation, Intensity, Duration, and Intent (VIDI) Framework Activity

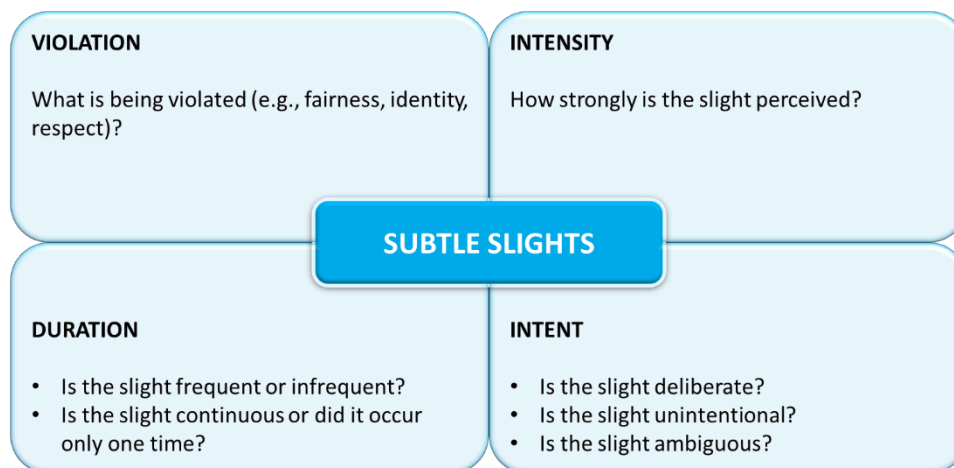


Purpose:

This VIDI framework is a tool for members to use in analyzing and assessing incidents to determine if they are possibly retaliatory.

Description:

The VIDI framework can be used to identify subtle slights and bring awareness to behaviors and/or actions before they escalate to more harmful offenses such as harassment or discrimination. Each of the VIDI framework's four sections aims to help the individual analyze subtle slights and occurrences to evaluate if they meet the criteria for counterproductive work behaviors that could be considered retaliatory. Below is an example demonstration of using the VIDI framework in a scenario.



Facilitator Note: Scenario can be read aloud or posted. Once the scenario is read, discuss the questions below following the VIDI framework.

Scenario: A coworker has recently reported an issue to the IG. The next week, they noticed that they were being consistently left out of important email chains, resulting in them being unable to keep up to date with crucial work-related knowledge. When the individual approached their team about this, one team member replied in a sarcastic sounding tone, “Oh, I guess we are just going to get used to doing all the work without any snitches being involved.” Imagining yourself as a bystander in this scenario, use the VIDI framework to evaluate the scenario.

Violation: What is being violated?

Possible AR: In this scenario, fairness and the expectation of reasonable efforts regarding work-related coordination are being violated by a team member. Their refusal to engage in



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collaboration and communication practices necessary impacts the target's ability to adequately perform their work tasks. The coworker's specific comment appears to indicate that the team member is receiving retaliation because of the IG complaint. Omitting the target from critical emails show not only a lack of respect but could also be seen as a counterproductive work behavior.

Intensity: How strongly is the slight perceived?

Possible AR: The team member may feel that consistently being omitted from the emails is inhibiting their ability to maintain up-to-date knowledge required to do their job. This could promote a high level of frustration, as it may impact their performance and subsequent evaluations. In addition, the coworker's sarcastic comment suggested that the team is purposely leaving the target out of the loop. It is likely that this would be emotionally hurtful to the target, especially given they already discovered an issue they thought warranted a complaint to the IG.

Duration: How often has the slight occurred?

Possible AR: The scenario indicates that the target has been left out of multiple important email chains with notable consistency which began the week after making a complaint.

Intent: Was the slight intentional, unintentional, or ambiguous (e.g., done with intention but not malicious intent)?

Possible AR: The coworker's sarcastic comment indicates that the omissions were made with malicious intentions.



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References

Smith, I. A., & Griffiths, A. (2022). Microaggressions, everyday discrimination, workplace incivilities, and other subtle slights at work: A meta-synthesis. *Human Resource Development Review, 21*(3), 275–299.

