

Violence meter	Explanations
You are treated with goodwill and kindness	Both in hierarchical relations and in relations between colleagues, there is a benevolent framework with a zero-tolerance policy towards sexist behavior.
Your ideas and decisions are respected	Your suggestions are always welcome, and you also benefit from a degree of autonomy in decision-making.
You can share ideas and are being listened to respectfully	During team meetings or discussions with your superiors and/or colleagues, you can freely express your point of view and share your doubts/concerns without your skills being called into question.
People believe that you can have an academic career	Your superiors entrust you with important projects for your career.
You are getting constructive feedback enabling your progress	Your superiors show an encouraging attitude towards your work.
You are allowed to develop your skills and your selftrust	The environment in which you work allows you to grow by giving you the opportunity to improve your skills and acquire new ones.
You are supported in your career decisions	You feel supported in your career development by your colleagues and/or superiors. They keep you informed when new opportunities open up in your field of research, and encourage you to pursue them.
You can maintain a good balance between professional and private life	The environment in which you work makes it easier to reconcile your scientific career with your private life.
People are claiming that there is no sexism in academia	The scientific world believes that, because its members are educated academics, it is immune to sexist behavior. This myth prevents us from seeing the reality and taking action to confront such behavior and change the culture of the field of study.
People hints that your private life might hinder your career	Being a wife/mother would not be compatible with a scientific career, as looking after the home and children would take time and concentration away from your research, making you less competitive on the job market.
You are only given tasks allegedly feminine	At work, you have fewer responsibilities and are often relegated to your "woman's role", e.g. you may have to adopt a caring posture by taking care of tasks related to the team's well-being, or take charge of cleaning the lab.
Your skills are underestimated	During team meetings or discussions with your superiors and/or colleagues, the skills of your male colleagues are often highlighted, while your own are questioned, preventing you from freely sharing your point of view.
You are treated in a patronizing way	During team meetings or discussions with your superiors and/or colleagues, when you speak up, they have a denigrating and paternalistic attitude, e.g. trying to explain things you already know, or giving you disinterested advice.
Your ideas are invisibilized	During team meetings or discussions with your superiors and/or colleagues, you can't express your ideas to the end, because you're constantly interrupted and on the rare occasions when you do, your ideas are often ignored.
You are not being involved in strategic projects	The environment in which you work doesn't allow you to flourish; your colleagues and/or hierarchy don't offer you the opportunity to collaborate on important projects that would allow you to advance your career.
Your skills are belittled in public	Your skills are often called into question in front of everyone by your superiors and/or colleagues, who don't hesitate to question the reasons behind your recruitment.
Harassing behaviors are normalized	The environment in which you work normalizes and invisibilizes harassing behavior (e.g. "it's only humor"), protecting the perpetrators and ignoring any action to denounce it.
Your appearance is often mentioned	Sur ton lieu du travail, se faire dévisager ou déshabiller du regard par les collègues ou la hiérarchie est une pratique répandue. Tu te sens souvent rabaissée, voire sexualisée par les jugements constants sur ton apparence, tes habits, ta posture, ton attitude, entre autres.
You occasionally receive openly sexist remarks	In your workplace, being stared at or undressed by colleagues or superiors is a widespread practice. You often feel belittled, even sexualized, by the constant judgments about your appearance, clothes, posture, attitude and so on.
You are being referred to with terms inappropriate in the professional context	Colleagues or superiors address you with terms or nicknames that are often used in a private rather than a professional context.
You are being isolated	Your work has been organized by your hierarchy in such a way that contact with other colleagues is very limited, if not non-existent.
You are being asked questions about your private and intimate life	At work, your colleagues or superiors want to know more about your sex life by starting a discussion about sex with you, even if it makes you feel uncomfortable.
Rumors referring to your sexuality are being spread	Your colleagues or superiors spread true or false information about your intimate life, online or in person, that makes you feel uncomfortable.
Sexists jokes are made all around the day	The environment in which you work allows the existence of repeated sexist behavior, such as jokes between colleagues, and protects the perpetrators by ignoring any action to denounce it.
You are being told stories with sexual innuendos	The environment in which you work allows people to feel free to expose you to stories of a sexual nature, overlooking the discomfort this may cause for some people within the team.
You receive demeaning comments with sexual connotations in public	The environment in which you work tolerates public sexual comments aimed at you personally.
You are exposed to material with sexual connotations	Your colleagues and/or superiors send you images, writings or videos of a sexual nature over the Internet or show them to you without your consent.