



Edition  
2024

# I don't judge!

The Dilemma Game



Utrecht  
University

Equality, Diversity  
& Inclusion

Gender and  
gender identity



Background (cultural,  
ethnic & religious)



Disabilities



Other

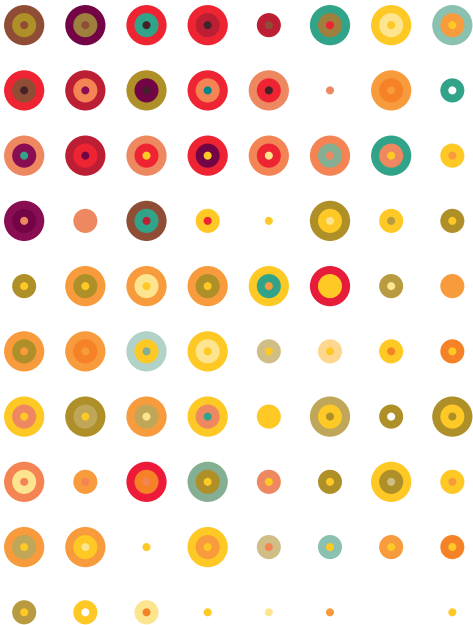


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# The Dilemma Game

How would you react to someone making an offensive remark about your origin? What would you do when someone disrespects your privacy? What would you say when your manager repeatedly treats your colleague with patronising behaviour? These situations may very well sound familiar to you, either from your professional or your private life.

To make sure we treat each other with respect and dignity, it is important to be open about issues and to create a safe space for a constructive dialogue.



Utrecht  
University

Equality, Diversity  
& Inclusion

# The goal

The goal of the game is to spark conversations among participants about issues related to diversity and inclusion, and to help them better understand different perspectives and viewpoints. It is a conversation starter that encourages us to consider and explain (and possibly reconsider) alternative courses of action.

Consisting of a range of real-life dilemmas, this game provides a great opportunity to put yourself in the shoes of others, reflect on different actions and take a stand. The game can also be a good way to exchange opinions or experiences and can act as a step towards finding a common ground on certain principles.

# How to play?

1. Dedicate about 60-90 minutes to the game.
2. Create a team of 2 to 7 participants.
3. For larger groups, it is useful to have a facilitator who can make sure everyone in a group speaks up while respecting each other.
4. Try to vary the choice of dilemmas.
5. Keep in mind that there are no wrong or right answers. The four options presented in each dilemma are only there to help start a dialogue. You can also come up with other options.
6. Do not judge or criticise other participants. Instead, ask for clarification to understand other opinions.

# Authors

*This game is a revised version of the dilemma game themed around diversity and inclusion, and developed by the members of the Nanophotonics Section from the Debye Institute for Nanomaterials Science of Utrecht University in 2019. The new version of the game contains new, fully reviewed dilemmas to reflect more dimensions of diversity and inclusion. Some dilemmas were adapted from "Diversity dilemmas. How do you handle them?" (R. Agterberg en S. van den Brink, (8 augustus 2018, DUB.uu.nl).*

*The contributors of the revised edition are employees of Utrecht University. For questions, comments or feedback, please contact the EDI Office of Utrecht University at [edi.office@uu.nl](mailto:edi.office@uu.nl).*

## THEME: GENDER AND GENDER IDENTITY



### 1. ALICE AND BOB #1

You have two colleagues, Alice and Bob. Bob tends to make a lot of sexist “jokes”. Alice takes offence and threatens to quit if this does not stop. As a manager, you talk to Bob who thinks this is his freedom of speech. He has no intention of changing his behaviour. What do you do?

- A** You go to Human Resources, which might lead to Bob’s dismissal.
- B** You do nothing and let things run their course.
- C** You tell Alice and Bob to discuss their problems together.
- D** You find different projects for one of them, so Alice will never have to see Bob again.

## THEME: GENDER AND GENDER IDENTITY



### 2. ALICE AND BOB #2

You are a manager of Alice and Bob. Bob tends to make a lot of sexist “jokes”. You have witnessed this behaviour. However, Bob is a brilliant colleague providing you with high-impact papers every few months. Your career depends on his research output. What do you do?

- A** You go to Human Resources, which might lead to Bob’s dismissal.
- B** You do nothing and let things run their course.
- C** You tell Alice and Bob to discuss their problems together.
- D** You find a different project for one of them, so Alice will never have to see Bob again.



## **THEME: GENDER AND GENDER IDENTITY**



### **3. LAUGHTER WITH THE SUPERVISOR**

At a conference, a female student from a competing group gave a talk. She subtly criticized the recent results from your own group. Afterwards, you are having a drink with fellow students and your supervisor. Your supervisor comments “if the colour of her lipstick matched the colour of her hair better, she would have attracted more attention.” What do you do?

- A** You laugh, because all the other students are laughing.
- B** You keep quiet and say nothing.
- C** You explicitly confront your supervisor with their remark despite the consequences.
- D** You reach out to a confidential advisor in your faculty to discuss the supervisor’s behaviour.

## **THEME: GENDER AND GENDER IDENTITY**



### **4. SEXUAL PROPOSITION**

A colleague confides in you that they have had a sexual proposition from their manager. They tell you they want to accept the proposition and do not mind. What do you do?

- A** You do nothing. It is not your concern.
- B** You discuss it with a confidential advisor.
- C** You encourage the colleague to pursue this relationship only after the power dynamic has ended.
- D** You discuss with the colleague whether this behaviour is appropriate or not.

## **THEME: GENDER AND GENDER IDENTITY**



### **5. OFFICE SHARING**

Your group has a low number of female colleagues. There are just enough of them to share an office. Without discussion, all the women on the floor suddenly share an office one day. The manager allows this to continue. What do you do?

- A** Try to find the reason why the female colleagues decided to share an office.
- B** Nothing. It is okay for the women to share an office.
- C** All the females in one office, in a way, decreases the diversity in the group. You decide to talk to the manager to split them up.
- D** Office sharing should be randomized without restrictions. So having all female colleagues in one office is not allowed.

## **THEME: GENDER AND GENDER IDENTITY**



### **6. TEAM MEETING**

You notice that your manager repeatedly criticises a female colleague. Male colleagues are not addressed under similar circumstances. What do you do?

- A** You go to Human Resources or to a confidential advisor.
- B** You talk to your colleague to see how she feels about this and if she needs help.
- C** You do nothing. This might be due to legitimate reasons unrelated to gender. It is none of your business.
- D** You talk to the manager in private and stress that their behaviour is unprofessional and inappropriate.

## **THEME: GENDER AND GENDER IDENTITY**



### **7. CONFERENCE**

You are participating in a conference where a professor is giving a lecture. At the beginning of his lecture, the professor states that physics was invented and developed by men, and that women have no place in the field. How do you react?

- A** You say you disagree and walk away.
- B** You wait until the actual lecture ends and speak to the professor in private.
- C** You think the man has ridiculous ideas and express that opinion on social media.
- D** You leave things, because he has a point. Men are currently disadvantaged in physics because women occupy positions solely based on their gender, even if there are men who are better qualified.

## THEME: GENDER AND GENDER IDENTITY



### 8. PERSONAL PRONOUNS

A new colleague, Quinn, has joined your team. Quinn is non-binary and has asked that everyone refer to them with they/them (in Dutch “die/diens”) pronouns. During meetings without Quinn, your colleagues, including the managers, refer to Quinn as “she” because according to your colleagues, “using they/them is too difficult”. What do you do?

- A** Tell Quinn so they know about this and can address it.
- B** Correct your colleagues every time they use the wrong pronoun.
- C** Nothing. You do not want to offend managers or cause difficulties.
- D** You try to help your colleagues learn how to use they/them pronouns and discuss what they find difficult about it.

## **THEME: GENDER AND GENDER IDENTITY**



### **9. TRANSGENDER PERSON #1**

A colleague in your team took a long leave for a hospital appointment. This person got gender affirmation surgery and told the team about it once they returned. You overhear colleagues gossiping about their surgery, saying that this type of surgery should not be covered under “medical leave” and should instead be covered under “holiday hours”. What do you do?

- A** You do nothing. This is not your concern.
- B** You tell your supervisor about your colleagues' gossip.
- C** You confront your colleagues directly and explain to them that such gossip is disrespectful.
- D** You know someone who also went through the same process, so you talk to them about it.

## **THEME: GENDER AND GENDER IDENTITY**



### **10. TRANSGENDER PERSON #2**

A colleague has come out to everyone as transgender. After coming out, it feels like the team values them less. During the last team meeting, ideas offered by other colleagues overshadowed your transgender colleague's ideas. What do you do?

- A** You do nothing. This is not your concern.
- B** You ask them if they felt the same way about it.
- C** You ask a colleague's opinion about this situation.
- D** You know someone who also went through the same process, so you talk to them about it.



## **THEME: GENDER AND GENDER IDENTITY**



### **11. BEING IN THE CLOSET**

Tom is a colleague of yours. He is gay and has not told his colleagues yet. During a lunch break, Tom and a colleague from another team have a conversation about life and family. The colleague tells Tom that he needs to get married and have kids to blend into the community because “it is the way things work here”. You overheard the conversation. What do you do?

- A** Confront the colleague saying that everyone can decide by themselves how to live their lives.
- B** Say nothing and ignore the conversation.
- C** Tell the colleague in private that Tom is gay.
- D** Once the conversation is over, you speak to Tom to support him.

## **THEME: GENDER AND GENDER IDENTITY**



### **12. THE "GAY" INQUISITION**

At the lunch table, your colleague Iris mentions that she went to the cinema with her girlfriend last Saturday. You did not know that Iris dates women, as it has never come up before. Someone at the table asks Iris if is gay, when she came out, if she has dated men, etc. You can tell that Iris is getting uncomfortable. What do you do?

- A** You try to change the subject.
- B** You tell the colleague that all the questions are starting to feel uncomfortable.
- C** You ask Iris how she feels being questioned like this.
- D** You do nothing. She chose to bring up her girlfriend – it's normal that the colleague is curious.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **13. BANTER**

On a Monday morning, you are discussing your weekend with several colleagues. A colleague with a different cultural background walks into the room just as one of your colleagues says “Most migrants are often just not as interested in this kind of job.” What do you do?

- A** You stop talking and say hi to your colleague.
- B** You continue talking despite the presence of your colleague who just walked into the room.
- C** You include your colleague in the conversation.
- D** You change topics even though you know your colleague knows what the previous topic was about.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **14. BAD BREATH**

For a while you have noticed a colleague with bad breath. You are distracted by the smell, making it hard to focus on work in meetings. What do you do about it?

- A** You offer the colleague some chewing gum as you take some yourself, hoping that they understand the hint.
- B** You tell the colleague in a joking manner that they need to do something about the bad breath they have.
- C** You do not do anything, because it is not your place to criticize.
- D** You discuss this problem with your colleagues first.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **15. IT IS JUST A JOKE #1**

In public, a colleague jokingly addresses another colleague with a derogatory term referring to their ethnicity. As a bystander, what do you do?

- A** You take it up with the offender's supervisor.
- B** You immediately (and publicly) point out that you find this behaviour offensive.
- C** You later ask the addressed person whether they were really okay with the "joke".
- D** Nothing. The addressed person did not react, so it is okay.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **16. IT IS JUST A JOKE #2**

In the presence of a group, a colleague jokingly refers to another colleague, who is absent, with a derogatory term referring to their ethnicity. What do you do?

- A** Nothing. These jokes are made all the time.
- B** You immediately point out that this is not okay.
- C** You will talk to the offender in private and indicate that this behaviour is inappropriate.
- D** You feel uncomfortable but you think complaining is not acceptable behaviour, so you do nothing.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **17. SHAKING HANDS**

You are in a meeting with a small group. During an introduction, a group member refuses to shake hands with you. What do you do?

- A** You do nothing as not shaking hands is not an issue to you.
- B** You are taken aback and slightly offended, but you do not do anything else.
- C** Shaking hands is a sign of respect to you, so you try to shake hands with them again.
- D** You ask the group member why they do not want to shake hands with you.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **18. TEAM EFFECTIVENESS**

You are discussing ideas for more effective teamwork with your colleagues. Some of your colleagues blame cultural differences for reduced effectiveness in the team. You have a non-dominant cultural background and feel uncomfortable with this remark. What do you do?

- A** Ignore the remarks made about cultural differences.
- B** Ask colleagues to share more specific examples with you.
- C** Explicitly confront your colleagues despite the consequences this might have for your position in the team.
- D** Wait until the brainstorm session is over and then speak to your colleagues about your feelings.



## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **19. INTERNATIONAL COLLEAGUE**

During a meeting, a Dutch colleague asks an international colleague “How is that done where you’re from?” What do you think about this question?

- A** Fine, it will let you hear a different perspective.
- B** Inappropriate, because you are singling out this colleague as being ‘different’ by mentioning their cultural roots.
- C** You encourage the Dutch colleague to discuss specific aspects of working methods without directly referring to the international colleague’s origin, and you emphasize the importance of an inclusive working environment.
- D** As a bystander, you try to rephrase the question and emphasize the context of the workplace, not the culture.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **20. DRINKING AT SOCIAL EVENTS**

The university organises events which often include alcohol. Some guests feel uncomfortable and could be avoiding events because of this. What should the university do?

- A** The same as usual, because this has always been done this way.
- B** The university should also organise social events without alcohol.
- C** All university events should be alcohol free.
- D** We should organise drinks only after 17:00 and outside the campus.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **21. TAKING LEAVE**

1 July is officially called Keti Koti, a memorial day that commemorates the abolition of slavery in Suriname and the former Netherlands Antilles. Your Surinamese colleague wants to take that day off. However, an important team meeting has been scheduled for that day and your manager does not grant the application. What would you recommend to your colleague?

- A** They should ignore their manager's decision and take sick leave that day.
- B** They should inform Human Resources about the situation and seek further advice.
- C** They should speak to their manager and try to come to an agreement.
- D** They should ask the other team members to back them up, and then try to convince the manager.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **22. OFFICIAL LANGUAGE #1**

To better support international students and staff, UU will communicate only in English. What is your opinion?

- A** You are not sure as you are insecure about your English.
- B** If you want to live in the Netherlands, you should learn to speak Dutch. It should be a requirement.
- C** All university communication should be done in two languages.
- D** Managers and teachers should decide for themselves whether the communication takes place in Dutch or English.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **23. OFFICIAL LANGUAGE #2**

Your team meetings switched from Dutch to English because of a new international colleague. As soon as there is a break or the meeting ends, everyone starts talking in Dutch again. This has been going on for some weeks and you can tell that your new colleague becomes quiet. What do you do?

- A** Nothing. It is okay to speak Dutch in social situations.
- B** You ask the manager to enforce the use of English in the team.
- C** You make an effort to speak English to your new colleague on your own.
- D** While the whole team is there, you tell everyone that it would be polite to switch to English fully.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **24. STEREOTYPES**

During a meeting, your supervisor stereotypes a group that is underrepresented within the faculty. This is not the first time the supervisor has expressed themselves in this way and you know that the group in question perceives this as bullying behaviour. What do you do?

- A** You discuss your supervisor's behaviour with your colleagues first.
- B** You directly confront your supervisor with their bullying behaviour.
- C** You report the case to the confidential advisor of your faculty.
- D** You reach out to the university newspaper and ask them to report on this case.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### ***25. DUTCH LANGUAGE SKILLS***

In the application procedure, it is clearly stated that all employees are expected to both understand and speak Dutch at B2 level within two years. After two years, an employee turns out not to reach this level. What would you do as a manager?

- A** This would not happen to you. You would have made sure the employee would take Dutch classes.
- B** You would fire the employee. This is in accordance with the agreement.
- C** You would not fire the employee. The use of the Dutch language is not at all necessary in their work.
- D** You would not fire the employee, but you would initiate a conversation and look for a solution together.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **26. ACCENT**

During a conference, you attend a presentation by a colleague from another university. The presentation is held in English, but you can obviously hear English is not the presenter's native language. After the presentation, you hear your colleagues making jokes about the colleague's English accent. What do you do?

- A** You laugh along.
- B** You do not laugh along and try to subtly steer the conversation back to the content of the presentation.
- C** You address your colleagues: an accent is a sign of multilingualism, something to be rewarded for.
- D** You threaten to make recordings of your colleagues next time they give presentations in English, because they also have accents.



## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **27. HUMOUR**

It has been agreed beforehand that you speak Dutch during a certain team meeting. At one point, a colleague makes a joke and you see one of your international colleagues looking quite confused. What do you do?

- A** After the meeting, you go to your colleague and explain in English what the joke was about.
- B** You do nothing; the agreement is to speak Dutch.
- C** You tell your international colleague that humour is sometimes more difficult to understand in an unfamiliar language and you translate the joke into English.
- D** You do nothing because you do not think the lame joke is worth translating.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **28. COMPLIMENTS**

A new colleague has joined your team. They give compliments all the time on your appearance, such as “You are so tall,” “Your eyes are beautiful.” They share these compliments in person as well as via Teams. What do you do?

- A** You thank your colleague for the compliments, because you like it.
- B** You ignore the compliments, and instead move on to a new topic.
- C** You talk to other colleagues about what to do in this situation.
- D** You talk to the new colleague and explain how you feel about such compliments in the workplace.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **29. COOPERATION**

You work in an international team and notice that cooperation with one of your colleagues is not going as expected. Agreements are not being kept, there is a tense atmosphere. What do you do?

- A** You talk to your colleague to find out how they experience the cooperation.
- B** You are annoyed by your colleague's behaviour, but resign yourself to the fact that cooperation just does not always run smoothly with different cultures and languages.
- C** You speak to your manager about the situation in the hope that cooperation with your colleague improves.
- D** You talk to other colleagues about this issue.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **30. UNCOMFORTABLE REMARK**

You are an employee attending a university event. You are talking to a colleague from another department whom you did not know before. At some point the colleague says “Wow, I did not expect people in your department to think out-of-the-box. They are always so conservative.” How do you respond?

- A** You do not say anything and laugh a bit about it.
- B** You are used to these types of remarks and move on to a new topic.
- C** You find it annoying, because you do not recognise yourself in it. You make a similar stereotypical remark about people working at their faculty.
- D** You invite your colleague to drop by for lunch at your department.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **31. NEW JOB**

You are new at your job. The team meetings always start with some small talk, which leaves too little time for work. This makes you stressed. No one else seems to mind. What do you do?

- A** You address this in the team meeting in front of everyone.
- B** You do not say anything. You are new and do not feel comfortable yet.
- C** You discuss this with your manager.
- D** You talk to some of your colleagues and share your thoughts with them first.

## **THEME: BACKGROUND (CULTURAL, ETHNIC & RELIGIOUS)**



### **32. *THREE KISSES***

It is your birthday today. A colleague of yours comes towards you in a hallway and gives three kisses on your cheeks unexpectedly, wishing a happy birthday to you. What do you do?

- A** You embrace your colleague although you do not like doing it.
- B** You feel uncomfortable and show it, but you say nothing because you do not want to look strange.
- C** Although you feel uncomfortable, you give them three kisses on the cheek.
- D** You accept what has just happened, but you feel uncomfortable and talk to this colleague later.

## **THEME:** **DISABILITIES**



### **33. VISUAL IMPAIRMENT**

A visually impaired student wants to write a Master's thesis in your group. The student is very qualified but needs some extra support. What do you do?

- A** Of course you accept the student in your group.
- B** You can only accept the student if someone is able to help you with making your materials accessible.
- C** You can only accept the student if you get more hours for supervising this student.
- D** No, a visually impaired student cannot work in your field. You do not have the time available to offer the student additional support.

## **THEME:** **DISABILITIES**



### **34. WHEELCHAIR USER**

A colleague of yours uses a wheelchair. One day, you see them having difficulty getting their wheelchair up a ramp. They have not asked for help. What do you do?

- A** You ask your colleague if they need help.
- B** You pretend you do not see your colleague.
- C** You immediately go to your colleague and help them get up a ramp without asking.
- D** You smile kindly at your colleague so you look more approachable to ask for help.



## **THEME:** **DISABILITIES**



### **35. PRIVACY**

A colleague says in passing to their team that due to their disability, they are not able to come to an event. Another colleague asks them which disability they have. What do you do?

- A** You are interested in the story and keep listening.
- B** Interject immediately saying that the colleague does not have to share this information if they do not want to.
- C** You talk to the colleague later, asking them if they felt comfortable talking about this in the workplace.
- D** You thank your colleague, and praise them for sharing and being vulnerable in front of the team.

## **THEME:** **DISABILITIES**



### **36. PASSING GAS**

A colleague has issues with their bowel movements due to medical reasons. This causes them to regularly pass gas without even noticing when it is coming up. A number of your colleagues make jokes about this behind their back. How do you deal with this?

- A** You address your colleagues on their behaviour as it is highly inappropriate.
- B** You comply with the rest and join in with the jokes.
- C** You ignore it and do not treat the colleague in question any differently than you do the others.
- D** You discuss this with your manager.

## **THEME:** **DISABILITIES**



### **37. MEDICAL LEAVE**

Your chronically ill colleague has to take medical leave often. You overhear someone gossiping that they are away more often than they are at work, and that it “must be nice to have so much free time.” What do you do?

- A** You tell the person that their gossiping is highly inappropriate.
- B** You join in the gossip with the rest of the group.
- C** You ignore the conversation.
- D** You discuss this with your manager. They should be the one addressing this behaviour.

## **THEME:** **DISABILITIES**



### **38. CHRONIC ILLNESS**

Most of your team is tired of online or hybrid meetings and would like all meetings to be in person again. However, one of your colleagues is chronically ill and is still concerned about getting COVID-19. What do you do?

- A** You try to convince your colleague to join in-person meetings.
- B** You ask your colleague what kind of support/facilitation they need to be able to join in-person meetings.
- C** You talk to the team and explain them that an exception should be made for the colleague who is chronically ill.
- D** You insist that all meetings become hybrid.

## THEME: OTHER



### 39. *PERSONAL DATA*

Each employee at the university should share their personal data, such as gender, sexual orientation, country of origin or disability to gain insight into the diversity and inclusivity at the university, or lack thereof. Do you agree?

- A** Yes, everyone should do this.
- B** No, because everyone should decide by themselves on sharing personal data.
- C** It depends on how the personal data is used and stored.
- D** Yes, but only for data on one's country of origin or gender.

## THEME: OTHER



### 40. ANONYMOUS EXAMS

It has been proven that women and non-Dutch nationals are systemically disadvantaged within the current examination system. To prevent the influence of bias in employees who grade exams, all examinations should be taken and graded anonymously using only the student number as a reference.

- A** I agree. The employees grading exams should first take unconscious bias training.
- B** This would not have much effect, as teachers would still be able to connect the student to the student ID.
- C** I agree, even if recognition cannot be completely ruled out.
- D** I disagree, the teachers are already overworked.

## **THEME:** **OTHER**



### **41. HIRING POLICY**

To increase diversity within your group/department, your manager wants to start hiring people based, for example, on their genders. How do you deal with this?

- A** You are sceptical but you do not say anything.
- B** You confront your manager by saying that people should only be hired based on their qualifications.
- C** You are happy that your group will become more diverse and support this approach.
- D** You propose to your manager that the group should have a say in whether or not a candidate is hired.

## **THEME:** **OTHER**



### **42. HIRING**

You are a manager and you have an open position. You want to make your team more diverse. You have two good candidates: a woman of colour and a white man. You feel the white man is more qualified. What do you do?

- A** You continue looking for other candidates, because both candidates do not meet all the qualifications.
- B** You select the woman of colour because diversity is very important to you and you think she is qualified for the job, too.
- C** If you feel the male candidate is more qualified, you hire him.
- D** You ask input from someone else, without telling/showing your preference.



**THEME:**  
**OTHER**



**43. ACKNOWLEDGEMENT**

You have a good idea for a project and discuss this idea with your manager. At a later point in time, you find out that your manager is carrying out the project with someone else. What do you do?

- A** You discuss the case with your colleagues to determine further action.
- B** You talk to the superior of your manager.
- C** You discuss the situation with your manager.
- D** You let it go.