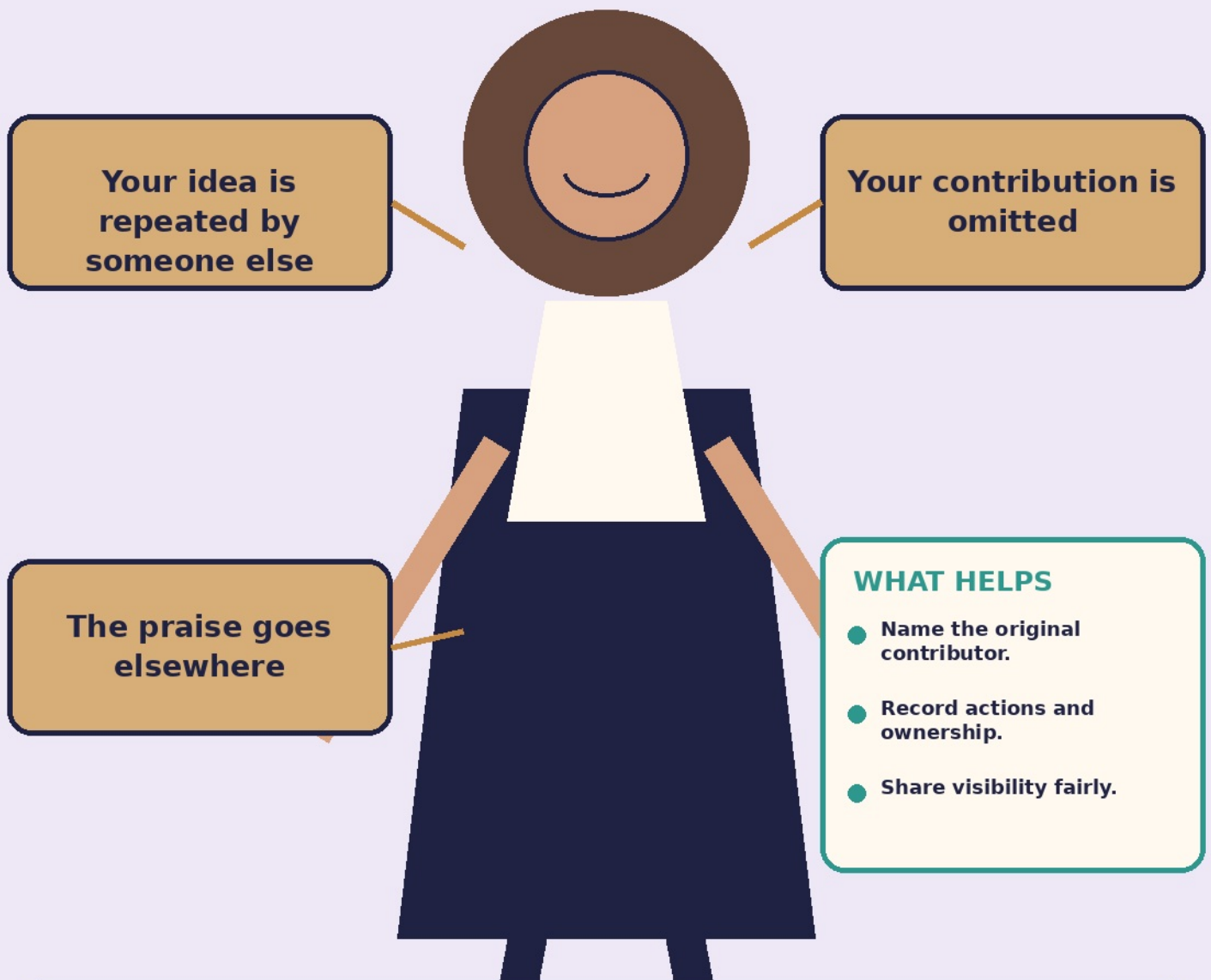


EACH CUT MAY BE DENIABLE. THE CUMULATIVE HARM IS NOT.



Losing credit repeatedly can affect confidence, visibility, progression and trust, even when each incident is explained away.

NOTICE THE PATTERN • LISTEN • RECORD • ACT