

Timeline of SysLab Issues (Summary)

This document is a detailed timeline of reported incidents and concerns within the Systems Lab (SysLab), particularly involving issues of sexism, harassment, and unprofessional behavior from male students towards female colleagues.

Prior to 2023:

- **Pratyush:** Upset over Ms. Alpha dating his friend; history of emotional labor extraction, credit-stealing, and poor collaboration, especially with female colleagues.
 - **Tapan (Dec 2022):** Non-consensual physical contact with a female lab member.
-

Fall 2023 (Pre-2024 incidents):

- New male lab member makes sexist comments about female colleagues and has aggressive outbursts.
 - Continued instances of sexism towards Ms. Zeta and female students by other students and postdocs, especially during lab lunch discussions.
 - Women primarily responsible for organizing food and cleaning duties, with little male assistance.
-

January 2024:

- **Anish:** Regularly targets Ms. Beta and Ms. Alpha with gender and race-based insults and derogatory comments.
 - Offensive text messages to Ms. Alpha.
 - Female students begin avoiding certain lab areas due to Anish's behavior.
-

February 2024:

- Anish's behavior worsens; more students in the lab are affected.
 - Continued harassment through inappropriate text messages and unwanted advances.
 - Several female students choose to relocate to other offices to avoid the hostile environment.
-

March 2024:

- Anish complains to his advisor, Ratul, about feeling unwelcome.
 - Ratul's attempts to resolve the conflict are ineffective, and Anish continues to spread misleading stories.
 - Female students feel unsupported and frustrated by the lack of proper response from the faculty.
 - Anish aggressively tries to meet with various female lab members to tell his side of the story.
 - Anish's actions contribute to Ms. Zeta feeling unwelcome and considering leaving the program.
-

April 2024:

- **Yigong:** A male postdoc publicly humiliates Ms. Zeta during a presentation, worsening her feeling of exclusion.
-

May 2024:

- Ms. Zeta decides to leave the program, citing ongoing gender bias and lack of support from faculty.
 - Ms. Delta begins to feel unwelcome and withdraws from SysLab activities.
-

June 2024:

- Ms. Alpha and Ms. Beta learn that Anish has been spreading misinformation about them.
 - Ms. Delta experiences harassment from Xiao, a new intern, who makes inappropriate advances.
 - Ms. Delta reports Xiao's behavior to her advisor, Baris, who attempts to address the situation.
 - A letter is drafted by the female members of the lab detailing their experiences and pushing for cultural change.
-

July 2024:

- The letter is shared with SysLab faculty.
- Female students are advised to avoid the lab for safety reasons.
- Faculty work on creating a code of conduct for the lab.

- Discussions about gender harassment and efforts to address these issues continue.
-

August 2024:

- Faculty begin setting up a coworking space for female students to work safely.
- Pratyush continues to advocate for Anish, while also raising concerns about being removed from papers.