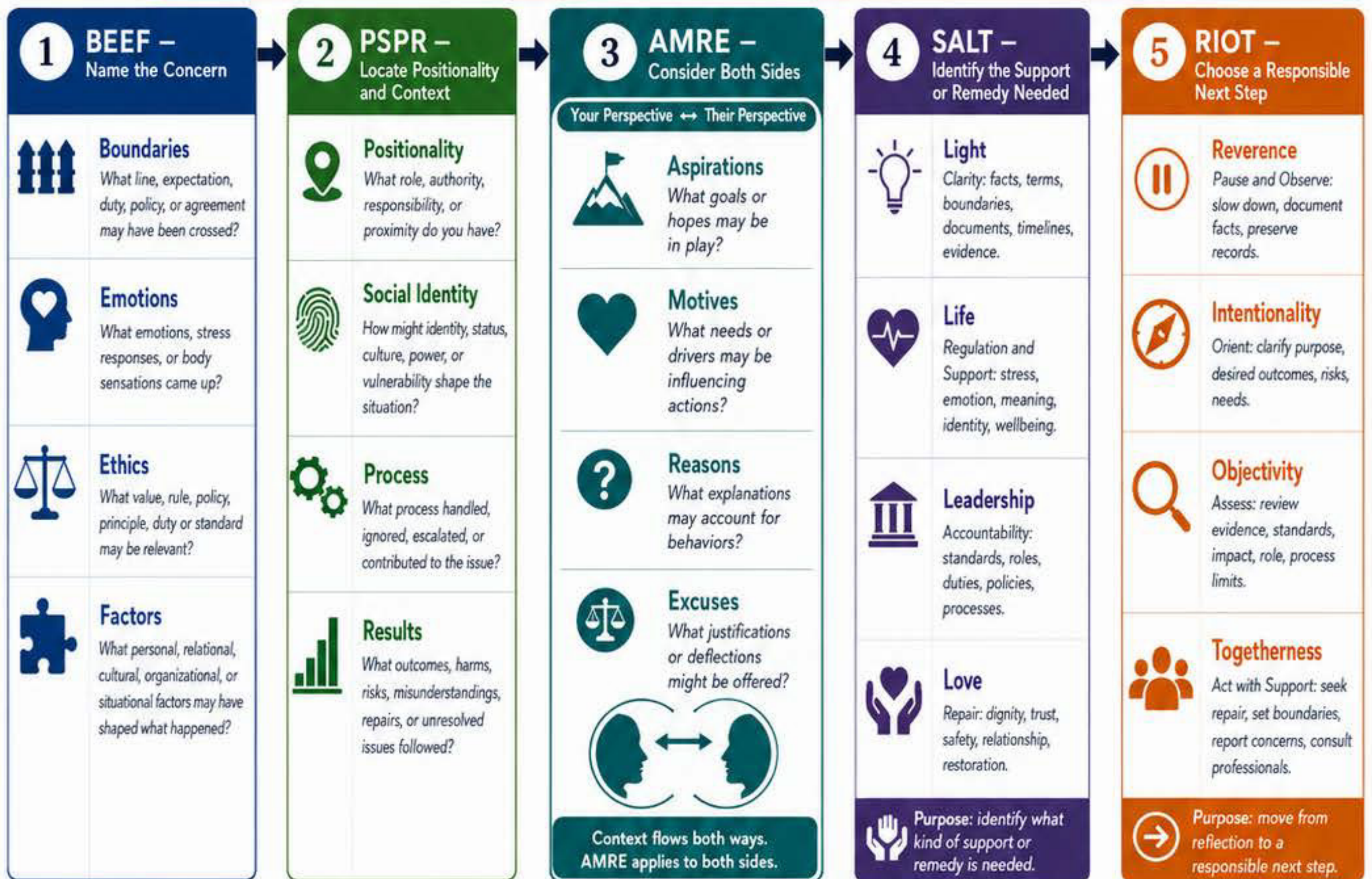


What's Your BEEF?

A reflection-based tool for grievance clarity, social responsibility, and accountable next steps



⚠️ Educational and reflective tool — not legal advice, therapy, crisis support, or a formal investigation.



1 Social Responsibility Filter

	Economic	Who controls resources, access, wages, ownership, opportunity, or material consequences?
	Legal	What laws, policies, rights, duties, procedures, or reporting obligations may apply?
	Ethical	What would be responsible even if no rule clearly requires it?
	Philanthropic / Restorative	Does the response support repair, learning, prevention, or changed conditions?

2 Four Levels of Harm and Context

	Structural	Broader social, economic, legal, historical, or cultural conditions.
	Institutional	Organization, policy, practice, procedure, or leadership decision.
	Interpersonal	Relationship, communication pattern, conflict, or interaction.
	Individual	Beliefs, emotions, stress responses, assumptions, fears, or needs.

3 Accountability Pathways

	Civil / Legal Consultation	Rights, duties, causation, damages, remedies.
	Criminal / Safety	Safety, reporting options, evidence preservation, victim advocacy.
	Organizational / Compliance	Policy, HR, governance procedures, leadership, culture.
	Structural Power	Access, hierarchy, exclusion, disparate impact, systemic pattern.
	Relational / Restorative	Boundaries, trust, acknowledgement, repair, changed behavior.

4 Anti-Plausible Deniability Test

	Describe Reality	Clearly name what is known, unknown, alleged, documented, or disputed.
	Distort Responsibility	Notice when blame is shifted away from needed review.
	Distract from Causation	Ask how the harm, conflict, error, or risk occurred.
	Deny Accountability	Notice language that blocks inquiry, repair, support, or prevention.

🛡️ Seek qualified support when concerns involve immediate danger, abuse, assault, stalking, coercion, self-harm, discrimination, harassment, retaliation, medical or psychiatric emergencies, legal deadlines, or criminal allegations.

🎯 Goal: move from confusion to clarity, from reaction to reflection, from avoidance to responsibility, and from harm toward appropriate support, repair, or formal action.