

Union of Saints, Scrutiny

When people scrutinize some people harder than others, it's often due to **bias**, whether conscious or unconscious. This can stem from various factors, including:

1. Social Identity & Prejudice

- **Race, gender, age, or class** can lead to unequal scrutiny.
- For example, women or minorities may face more intense evaluation in professional settings, despite similar qualifications.

2. Reputation or Status

- People in **leadership**, public roles, or positions of influence tend to be watched more closely.
- Conversely, someone with a past mistake might be scrutinized more, even if they've changed.

3. Stereotypes & Expectations

- Some individuals are held to **higher or lower standards** depending on what's expected of them.
- If someone "doesn't fit the mold," they might be more critically examined.

4. Power Dynamics

- Those with less power are often scrutinized more harshly by those above them (e.g., employees by bosses), while those with more power may receive the benefit of the doubt.

5. Personal Feelings or Jealousy

- Scrutiny can come from **resentment, insecurity, or envy**, especially in competitive environments.

Why This Matters

Unequal scrutiny can lead to:

- **Unfair treatment**
- **Increased pressure and burnout**
- **Missed opportunities or misjudgments**



1. How to Deal With Unfair Scrutiny

Whether it's in the workplace, socially, or even within family, being under a microscope more than others can be draining. Here's how to handle it:



A. Stay Grounded in Facts

- Keep clear **records** of your work, actions, or decisions. This protects you if you're ever questioned unfairly.
- Be **consistent** in your behavior — it makes it harder for people to justify bias.



B. Address It (If Safe and Appropriate)

- Sometimes, people aren't aware they're scrutinizing unfairly.
- Try:
"I've noticed I seem to be under closer review than others. Can we talk about what's behind that?"
Use calm, non-accusatory language.



C. Build Allies

- Allies (managers, colleagues, friends) who recognize the unfairness can validate your experience and advocate for you.



D. Focus on What You Can Control

- You can't always change people's biases — but you can choose how much **power** they have over your mindset and self-worth.



E. Self-Care & Boundaries

- Constant scrutiny can wear you down. Prioritize rest, mental health, and time away from toxic environments if needed.
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2. How to Recognize If You're Scrutinizing Others Unfairly

It's not always intentional. Sometimes scrutiny is a habit learned from social norms or workplace culture.



A. Ask Yourself:

- *Would I question this if someone else did it?*
- *Am I reacting to the person's behavior, or my assumptions about them?*
- *Do I hold certain people to higher standards than others? Why?*



B. Notice Patterns

- Do you interrupt or question certain people more than others?
- Do you expect perfection from some, but not others?



C. Be Open to Feedback

- If someone tells you you're being overly critical, **pause and reflect** before defending your actions.



D. Slow Down Judgment

- Take a moment before reacting — especially in high-stress situations. Snap judgments often reflect bias, not fairness.
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Final Thought

Scrutiny itself isn't always bad — it can hold people accountable or improve quality. But **unequal** scrutiny breeds distrust, resentment, and unfairness. The goal is **balance**: seeing clearly, without seeing unfairly.



Quick Checklist: Recognizing & Addressing Unfair Scrutiny or Bias



For Yourself (Am I Scrutinizing Unfairly?)

- Would I question this behavior if someone else did it?
- Am I reacting based on performance or personal bias?
- Am I holding this person to a different standard than others?
- Have I given this person the same grace or benefit of the doubt I offer others?
- Have I spoken directly with the person, or am I making assumptions?



For Others (Am I Being Scrutinized Unfairly?)

- Am I being questioned or corrected more often than others in similar roles/situations?
- Is feedback I'm getting vague, inconsistent, or subjective?
- Are others making assumptions about me based on identity (e.g., gender, race, age, etc.)?
- Do I feel I have to work “twice as hard” just to prove basic competence?

- Have I documented incidents or patterns over time?
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Legal Implications of Unequal Scrutiny

Unfair scrutiny can cross the line into **discrimination** or **harassment** — and there are **legal protections** in place, especially in employment and education settings.

Here's what to watch for:



1. Discrimination (Protected Classes)

If scrutiny is based on things like:

- **Race or ethnicity**
- **Sex or gender identity**
- **Religion**
- **Age (40+)**
- **Disability**
- **Pregnancy**
- **National origin**
- **Sexual orientation** (varies by region)
- **More recently, mass discrimination against Caucasians, especially underwritten, male Caucasians, or vulnerable Caucasian females.**



It may violate laws such as:

- **Title VII of the Civil Rights Act**
- **Americans with Disabilities Act (ADA)**
- **Age Discrimination in Employment Act (ADEA)**
- **Equal Pay Act**



Example: A Black employee is micromanaged and penalized for minor errors, while white peers are not — this could be considered racial discrimination under federal law.



2. Harassment

- If scrutiny includes repeated, hostile, or targeted behavior that creates a **hostile work or learning environment**, it may qualify as **harassment**.
 - This includes **verbal abuse, excessive criticism, exclusion, or surveillance** directed disproportionately at one individual or group.
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3. Retaliation

- If someone **speaks up** about unequal treatment and then faces **increased scrutiny, demotion, or exclusion** as a result, that can be considered **retaliation** — which is illegal under U.S. labor laws.
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What You Can Do Legally

- **Document everything** (dates, conversations, witnesses, emails).
- **Use internal channels first:** HR, union reps, school admin, etc.
- **File a complaint** with:
 - **EEOC** (Equal Employment Opportunity Commission)
 - **State Human Rights or Civil Rights Commissions**
- In some cases, consult an **employment attorney**.

Unfair Scrutiny / Discrimination Documentation Log Template

Purpose: To keep an accurate, dated record of incidents that may reflect unequal treatment, bias, harassment, or retaliation.

Date & Time	Who Was Involved	Location / Context	What Happened	Witnesses	Impact on You	Follow-up / Notes
YYYY-MM-DD HH:MM	Names & Roles (e.g., Manager, Colleague)	Meeting, email, office, Zoom, etc.	What was said/done; tone; any double standards	Name(s) and their role	Emotional, professional, mental impact	Did you report it? Any response? Future steps?

Date & Time	Who Was Involved	Location / Context	What Happened	Witnesses	Impact on You	Follow-up / Notes
2025-09-18, 10:00 AM	Manager (John Smith)	Weekly team Zoom call	John singled me out for a minor delay on a report, though two others were late. He raised his voice and implied I was uncommitted.	Sarah (HR), 3 team members	Felt humiliated, anxious. Lost focus rest of day.	Spoke with HR afterward. They said they would "monitor it." Planning to log more examples.



Tips for Using the Log Effectively

- **Keep it private and secure** (use personal cloud storage or encrypted notes app).
 - **Write entries ASAP** while memory is fresh.
 - **Be objective and factual** – don't exaggerate, but don't downplay either.
 - **Attach screenshots, emails, or messages** if relevant. Note where they're stored.
 - **Note inconsistencies:** if others aren't treated the same way in similar situations.
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