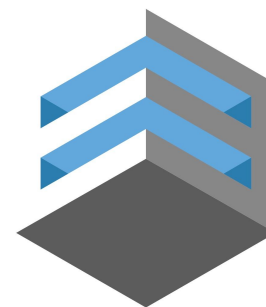


Englist.me



Vocabulary Builder Reference from...

Julia Shaw: How to support witnesses of harassment and build healthier workplaces | TED Talk

https://www.ted.com/talks/julia_shaw_how_to_support_witnesses_of_harassment_and_build_healthier_workplaces

Advanced Words Only

IMPORTANT

This material is a commentary and does not contain any copyrighted material of the reference source. We strongly recommend accessing/buying the reference source at the same time.

Session 1: Word List

cofounder

n. one of several people who establishes an organization or starts a business

(1) **cofounder** of the university, (2) late **cofounder**

He is the **cofounder** and chairman of this tech company.

relentless

adj. persistent and determined; continuing despite difficulties or setbacks

synonym : unyielding, tireless, unremitting

(1) **relentless** attack, (2) face **relentless** pressure

The athlete's **relentless** training paid off in the end.

overreact

v. to react more strongly or excessively than is necessary or appropriate

synonym : overplay, exaggerate, overstate

(1) **overreact** with anger, (2) **overreact** to the criticism

She **overreacted** to the situation and caused unnecessary stress.

sane

adj. mentally sound or normal; having a rational mind

synonym : rational, sound, normal

(1) for a **sane** reason, (2) **sane** judgment

Despite the difficult circumstances, he remained **sane**.

paralysis

n. a condition in which you are unable to move or lose control of part or most of the body because of illness or injury

synonym : immobility, stiffness, palsy

(1) moral **paralysis**, (2) **paralysis** in the leg

Massive demonstrations lead to total **paralysis** of transportation.

voiceless

adj. without a voice or the ability to speak

synonym : mute, silent, speechless

(1) **voiceless** consonant, (2) **voiceless** minority

The **voiceless** screams of the victims could be heard in the distance.

mobilize

v. to make something ready for action or use; to organize people or resources for a particular purpose

synonym : activate, rally, marshal

(1) **mobilize** cooperation, (2) **mobilize** a stiff joint

The military **mobilized** troops to the border.

barista

n. a person who works in a coffee shop or café, typically making and serving coffee and other hot beverages

synonym : coffee maker, coffee expert, espresso artist

(1) **barista** skills, (2) professional **barista**

The **barista** at my favorite coffee shop always makes the perfect latte.

washroom

n. a room or public facility equipped for washing one's hands and face, often including a toilet or a shower

synonym : restroom, lavatory, bathroom

(1) **washroom** facility, (2) public **washroom**

Please make sure to clean the **washroom** before leaving.

bystander

n. a person who witnesses an event or situation but does not actively participate or intervene

synonym : spectator, observer, witness

(1) innocent **bystander**, (2) shocked **bystander**

The **bystander** effect is a phenomenon where people are less likely to intervene in an emergency if others are present.

handcuff

n. a pair of metal restraints that are designed to lock around a person's wrists and prevent them from moving their hands freely; (verb) to restrain or restrict the movement of a person by applying handcuffs, typically as part of an arrest or other security-related process

synonym : shackle, bind, restraint

(1) **handcuff** his wrists, (2) break free from **handcuffs**

The police officer put **handcuffs** on the suspect before placing them in the squad car.

retaliation

n. the act of seeking vengeance or revenge in response to a perceived wrong or harm suffered, usually to cause harm to the person or group responsible for the initial act

synonym : retribution, revenge, vengeance

(1) **retaliation** tactics, (2) **retaliation** against discrimination

The company faced heavy **retaliation** from its competitors after releasing a controversial product.

snitch

v. to inform on or betray someone, usually to authorities or figures of authority, especially for personal gain or advantage

synonym : inform, tattle, rat

(1) **snitch** and give valuable information, (2) **snitch** to the authorities

He **snitched** on his coworkers when he realized they were breaking the law.

intern

v. to put someone in prison, especially for political or military reasons; (noun) a student or trainee who works, sometimes for free, to get work experience or to fulfill qualification criteria

synonym : apprentice, trainee, student

(1) **intern** civilians, (2) medical **intern**
The navy **interned** ships of defeated nations.

repercussion

n. an effect or consequence of something, especially an unwelcome one, of an event or action
synonym: impact, consequence, outcome
(1) the **repercussion** of an action, (2) cultural **repercussion**
The decision had far-reaching **repercussions** and affected many people.

profoundly

adv. to a great or complete degree; deeply
synonym: deeply, greatly, completely
(1) **profoundly** insightful, (2) sleep **profoundly**
The novel affected her **profoundly**, causing her to question her beliefs and values.

discrepancy

n. a lack of consistency or agreement between two or more facts, figures, or sets of information; a disagreement, inconsistency, or divergence
synonym: inconsistency, difference, disparity
(1) significant **discrepancy**, (2) a **discrepancy** in the report
There is a **discrepancy** between the study's findings and the collected data.

contagion

n. the spread of a disease or harmful influence from one person or thing to another
synonym: infection, disease, transmission
(1) a **contagion** of fear, (2) **contagion** effect
The government has implemented measures to prevent the **contagion** of COVID-19, such as social distancing and mandatory mask-wearing.

harass

v. to annoy, torment, or pester persistently; to subject someone to repeated or chronic attacks or unwelcome attention
synonym: pester, annoy, bother

(1) **harass** the enemy, (2) **harass** with constant criticism
She was constantly **harassed** by her ex-boyfriend and had to get a restraining order.

discontent

n. dissatisfaction or unhappiness with a situation or condition; a feeling of displeasure or disapproval
synonym: dissatisfaction, unrest, displeasure

(1) political **discontent**, (2) widespread **discontent**

The worker's **discontent** with their wages led to a strike.

corruptible

adj. capable of being made to do something dishonest or immoral

synonym: bribable, dishonest, venal

(1) **corruptible** officials, (2) **corruptible** judges

Bureaucracies are more **corruptible** than other systems or organizations.

fertile

adj. capable of producing abundant vegetation or crops; intellectually productive

synonym: fruitful, productive, rich

(1) **fertile** ground, (2) **fertile** market

Herbs require **fertile** soil in a sunny, sheltered location.

anonymity

n. the condition of being anonymous or unidentified; the state of not revealing one's name, identity, or other personal information

synonym: obscurity, secrecy, namelessness

(1) comment with **anonymity**, (2) protect **anonymity**

The use of pseudonyms allows individuals to maintain their **anonymity** online.

perpetrate

v. to commit or carry out a harmful or illegal act, particularly one that involves violence or deception; to be responsible for the creation or continuation of a negative situation

synonym: commit, perform, execute

(1) **perpetrate** harassment, (2) **perpetrate** a fraud

The criminal decided to **perpetrate** another robbery despite his previous arrest.

cohesive

adj. causing cohesion; bringing people or things together

synonym: sticky, close-knit, well-integrated

(1) **cohesive** ability, (2) highly **cohesive** group

He skillfully combines these fragments into a **cohesive** whole.

disperse

v. to spread out or distribute over a broad region, or to cause something to do so

synonym: dissipate, spread, scatter

(1) **disperse** false information, (2) **disperse** the protesters

Before authorities **dispersed** the protesters, they yelled slogans.

flourish

v. to grow or develop vigorously or successfully

synonym: boom, advance, succeed

(1) **flourish** economically, (2) **flourish** worldwide

The Ottoman Empire **flourished** for over five centuries.

bully

n. a person who uses strength or power to harm or intimidate those who are weaker; (verb) to intimidate, harass, or mistreat someone weaker or less powerful

synonym: tormentor, intimidator, aggressor

(1) **bully** bystander, (2) **bully** the weak

The schoolyard **bully** terrorized the other children and made their lives miserable.

Session 2: Spelling

1. highly co____ve group *adj.* causing cohesion; bringing people or things together
2. ret_____on tactics *n.* the act of seeking vengeance or revenge in response to a perceived wrong or harm suffered, usually to cause harm to the person or group responsible for the initial act
3. bu__y the weak *n.* a person who uses strength or power to harm or intimidate those who are weaker; (verb) to intimidate, harass, or mistreat someone weaker or less powerful
4. mo____ze cooperation *v.* to make something ready for action or use; to organize people or resources for a particular purpose
5. sn___h to the authorities *v.* to inform on or betray someone, usually to authorities or figures of authority, especially for personal gain or advantage
6. fe____e market *adj.* capable of producing abundant vegetation or crops; intellectually productive
7. per_____te a fraud *v.* to commit or carry out a harmful or illegal act, particularly one that involves violence or deception; to be responsible for the creation or continuation of a negative situation

ANSWERS: 1. cohesive, 2. retaliation, 3. bully, 4. mobilize, 5. snitch, 6. fertile, 7. perpetrate

- | | |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8. innocent by_____er | <i>n.</i> a person who witnesses an event or situation but does not actively participate or intervene |
| 9. ov_____ct to the criticism | <i>v.</i> to react more strongly or excessively than is necessary or appropriate |
| 10. public wa_____om | <i>n.</i> a room or public facility equipped for washing one's hands and face, often including a toilet or a shower |
| 11. ha_____ff his wrists | <i>n.</i> a pair of metal restraints that are designed to lock around a person's wrists and prevent them from moving their hands freely; (verb) to restrain or restrict the movement of a person by applying handcuffs, typically as part of an arrest or other security-related process |
| 12. sn____h and give valuable information | <i>v.</i> to inform on or betray someone, usually to authorities or figures of authority, especially for personal gain or advantage |
| 13. co_____on effect | <i>n.</i> the spread of a disease or harmful influence from one person or thing to another |
| 14. pa_____is in the leg | <i>n.</i> a condition in which you are unable to move or lose control of part or most of the body because of illness or injury |
| 15. cor_____le judges | <i>adj.</i> capable of being made to do something dishonest or immoral |
| 16. protect an_____ty | <i>n.</i> the condition of being anonymous or unidentified; the state of not revealing one's name, identity, or other personal information |

ANSWERS: 8. bystander, 9. overreact, 10. washroom, 11. handcuff, 12. snitch, 13. contagion, 14. paralysis, 15. corruptible, 16. anonymity

17. di_____se the protesters *v.* to spread out or distribute over a broad region, or to cause something to do so
18. per_____te harassment *v.* to commit or carry out a harmful or illegal act, particularly one that involves violence or deception; to be responsible for the creation or continuation of a negative situation
19. significant dis_____cy *n.* a lack of consistency or agreement between two or more facts, figures, or sets of information; a disagreement, inconsistency, or divergence
20. political dis_____nt *n.* dissatisfaction or unhappiness with a situation or condition; a feeling of displeasure or disapproval
21. pro_____ly insightful *adv.* to a great or complete degree; deeply
22. co_____er of the university *n.* one of several people who establishes an organization or starts a business
23. for a s__e reason *adj.* mentally sound or normal; having a rational mind
24. ret_____on against discrimination *n.* the act of seeking vengeance or revenge in response to a perceived wrong or harm suffered, usually to cause harm to the person or group responsible for the initial act
25. wa_____om facility *n.* a room or public facility equipped for washing one's hands and face, often including a toilet or a shower
26. di_____se false information *v.* to spread out or distribute over a broad region, or to cause something to do so

ANSWERS: 17. disperse, 18. perpetrate, 19. discrepancy, 20. discontent, 21. profoundly, 22. cofounder, 23. sane, 24. retaliation, 25. washroom, 26. disperse

27. fe_____e ground *adj.* capable of producing abundant vegetation or crops; intellectually productive
28. shocked by_____er *n.* a person who witnesses an event or situation but does not actively participate or intervene
29. widespread dis_____nt *n.* dissatisfaction or unhappiness with a situation or condition; a feeling of displeasure or disapproval
30. ha____s the enemy *v.* to annoy, torment, or pester persistently; to subject someone to repeated or chronic attacks or unwelcome attention
31. comment with an_____ty *n.* the condition of being anonymous or unidentified; the state of not revealing one's name, identity, or other personal information
32. face rel_____ss pressure *adj.* persistent and determined; continuing despite difficulties or setbacks
33. cultural rep_____ion *n.* an effect or consequence of something, especially an unwelcome one, of an event or action
34. late co_____er *n.* one of several people who establishes an organization or starts a business
35. ov_____ct with anger *v.* to react more strongly or excessively than is necessary or appropriate
36. ha____s with constant criticism *v.* to annoy, torment, or pester persistently; to subject someone to repeated or chronic attacks or unwelcome attention

ANSWERS: 27. fertile, 28. bystander, 29. discontent, 30. harass, 31. anonymity, 32. relentless, 33. repercussion, 34. cofounder, 35. overreact, 36. harass

37. vo_____ss consonant *adj.* without a voice or the ability to speak
38. fl_____sh worldwide *v.* to grow or develop vigorously or successfully
39. ba_____a skills *n.* a person who works in a coffee shop or café, typically making and serving coffee and other hot beverages
40. bu__y bystander *n.* a person who uses strength or power to harm or intimidate those who are weaker; (verb) to intimidate, harass, or mistreat someone weaker or less powerful
41. cor_____le officials *adj.* capable of being made to do something dishonest or immoral
42. sleep pro_____ly *adv.* to a great or complete degree; deeply
43. professional ba_____a *n.* a person who works in a coffee shop or café, typically making and serving coffee and other hot beverages
44. a co_____on of fear *n.* the spread of a disease or harmful influence from one person or thing to another
45. rel_____ss attack *adj.* persistent and determined; continuing despite difficulties or setbacks
46. s__e judgment *adj.* mentally sound or normal; having a rational mind
47. a dis_____cy in the report *n.* a lack of consistency or agreement between two or more facts, figures, or sets of information; a disagreement, inconsistency, or divergence

ANSWERS: 37. voiceless, 38. flourish, 39. barista, 40. bully, 41. corruptible, 42. profoundly, 43. barista, 44. contagion, 45. relentless, 46. sane, 47. discrepancy

48. medical in___n v. to put someone in prison, especially for political or military reasons; (noun) a student or trainee who works, sometimes for free, to get work experience or to fulfill qualification criteria
49. mo_____ze a stiff joint v. to make something ready for action or use; to organize people or resources for a particular purpose
50. moral pa_____is n. a condition in which you are unable to move or lose control of part or most of the body because of illness or injury
51. break free from ha_____fs n. a pair of metal restraints that are designed to lock around a person's wrists and prevent them from moving their hands freely; (verb) to restrain or restrict the movement of a person by applying handcuffs, typically as part of an arrest or other security-related process
52. co_____ve ability adj. causing cohesion; bringing people or things together
53. in___n civilians v. to put someone in prison, especially for political or military reasons; (noun) a student or trainee who works, sometimes for free, to get work experience or to fulfill qualification criteria
54. fl_____sh economically v. to grow or develop vigorously or successfully

ANSWERS: 48. intern, 49. mobilize, 50. paralysis, 51. handcuff, 52. cohesive, 53. intern, 54. flourish

55. vo_____ss minority

adj. without a voice or the ability to speak

56. the rep_____ion of an action

n. an effect or consequence of something, especially an unwelcome one, of an event or action

ANSWERS: 55. voiceless, 56. repercussion

Session 3: Fill in the Blanks

1. The use of pseudonyms allows individuals to maintain their _____ online.
n. the condition of being anonymous or unidentified; the state of not revealing one's name, identity, or other personal information
2. The athlete's _____ training paid off in the end.
adj. persistent and determined; continuing despite difficulties or setbacks
3. Please make sure to clean the _____ before leaving.
n. a room or public facility equipped for washing one's hands and face, often including a toilet or a shower
4. Before authorities _____ the protesters, they yelled slogans.
v. to spread out or distribute over a broad region, or to cause something to do so
5. The worker's _____ with their wages led to a strike.
n. dissatisfaction or unhappiness with a situation or condition; a feeling of displeasure or disapproval
6. The government has implemented measures to prevent the _____ of COVID-19, such as social distancing and mandatory mask-wearing.
n. the spread of a disease or harmful influence from one person or thing to another
7. Bureaucracies are more _____ than other systems or organizations.
adj. capable of being made to do something dishonest or immoral
8. The navy _____ ships of defeated nations.
v. to put someone in prison, especially for political or military reasons; (noun) a student or trainee who works, sometimes for free, to get work experience or to fulfill qualification criteria

ANSWERS: 1. anonymity, 2. relentless, 3. washroom, 4. dispersed, 5. discontent, 6. contagion, 7. corruptible, 8. interned

9. The criminal decided to _____ another robbery despite his previous arrest.

v. to commit or carry out a harmful or illegal act, particularly one that involves violence or deception; to be responsible for the creation or continuation of a negative situation

10. The Ottoman Empire _____ for over five centuries.

v. to grow or develop vigorously or successfully

11. Herbs require _____ soil in a sunny, sheltered location.

adj. capable of producing abundant vegetation or crops; intellectually productive

12. The schoolyard _____ terrorized the other children and made their lives miserable.

n. a person who uses strength or power to harm or intimidate those who are weaker; (verb) to intimidate, harass, or mistreat someone weaker or less powerful

13. The novel affected her _____ causing her to question her beliefs and values.

adv. to a great or complete degree; deeply

14. The police officer put _____ on the suspect before placing them in the squad car.

n. a pair of metal restraints that are designed to lock around a person's wrists and prevent them from moving their hands freely; (verb) to restrain or restrict the movement of a person by applying handcuffs, typically as part of an arrest or other security-related process

15. She _____ to the situation and caused unnecessary stress.

v. to react more strongly or excessively than is necessary or appropriate

ANSWERS: 9. perpetrate, 10. flourished, 11. fertile, 12. bully, 13. profoundly, 14. handcuffs, 15. overreacted

16. The military _____ troops to the border.

- v.* to make something ready for action or use; to organize people or resources for a particular purpose

17. The decision had far-reaching _____ and affected many people.

- n.* an effect or consequence of something, especially an unwelcome one, of an event or action

18. He _____ on his coworkers when he realized they were breaking the law.

- v.* to inform on or betray someone, usually to authorities or figures of authority, especially for personal gain or advantage

19. There is a _____ between the study's findings and the collected data.

- n.* a lack of consistency or agreement between two or more facts, figures, or sets of information; a disagreement, inconsistency, or divergence

20. She was constantly _____ by her ex-boyfriend and had to get a restraining order.

- v.* to annoy, torment, or pester persistently; to subject someone to repeated or chronic attacks or unwelcome attention

21. The company faced heavy _____ from its competitors after releasing a controversial product.

- n.* the act of seeking vengeance or revenge in response to a perceived wrong or harm suffered, usually to cause harm to the person or group responsible for the initial act

22. He is the _____ and chairman of this tech company.

- n.* one of several people who establishes an organization or starts a business

ANSWERS: 16. mobilized, 17. repercussions, 18. snitched, 19. discrepancy, 20. harassed, 21. retaliation, 22. cofounder

23. Despite the difficult circumstances, he remained _____.

adj. mentally sound or normal; having a rational mind

24. The _____ screams of the victims could be heard in the distance.

adj. without a voice or the ability to speak

25. The _____ effect is a phenomenon where people are less likely to intervene in an emergency if others are present.

n. a person who witnesses an event or situation but does not actively participate or intervene

26. He skillfully combines these fragments into a _____ whole.

adj. causing cohesion; bringing people or things together

27. The _____ at my favorite coffee shop always makes the perfect latte.

n. a person who works in a coffee shop or café, typically making and serving coffee and other hot beverages

28. Massive demonstrations lead to total _____ of transportation.

n. a condition in which you are unable to move or lose control of part or most of the body because of illness or injury

ANSWERS: 23. sane, 24. voiceless, 25. bystander, 26. cohesive, 27. barista, 28. paralysis