

Gabe-Safe™ Maturity Model v2.1

A Framework for Assessing Organizational Gabe-Inclusivity

Developed by the GPRC Standards Division. Peer-reviewed by two Gabes and one person who once shared an elevator with a Gabe.

LEVEL	DESIGNATION	CHARACTERISTICS	NICKNAME POLICY	BEARD COMMENTARY	BIRTHDAY PROTOCOL	CERTIFICATION
0	Gabe-Hostile	Organization actively participates in or enables Gabe Bashing. Gabes are asked about trumpets in job interviews. Break room conversations frequently involve "remember that time Gabe..."	Unrestricted. Nicknames are assigned freely, often involving food items or physical characteristics.	Frequent and unregulated. "When are you going to shave that thing?" is considered small talk.	Gabes are scheduled for the closing shift on their birthday. Cake is not provided.	Not eligible.
1	Gabe-Aware	Organization acknowledges the existence of Gabe Bashing as a concept. HR has been notified, although they "weren't sure what to do with the information."	Limited to ≤2 nicknames per Gabe, and only behind his back. "Gaber" is conditionally permitted.	Constructive only. "Nice beard" is acceptable. "Is that a new beard style or are you just tired?" is not.	Half-day permitted. Cake optional but encouraged. Birthday cards must not reference age.	Tier 1 Accreditation — \$50 CAD
2	Gabe-Safe™	Organization has implemented formal Gabe-protection policies. A designated Gabe Advocate sits on the wellness committee. Trumpet inquiries are a fireable offense.	Pre-approved list only. All nicknames must be ratified by the Gabe in question and filed with HR. List is reviewed quarterly.	Prohibited unless solicited. "I'm thinking about growing a beard" is the only acceptable prompt for commentary.	Full day off, cake provided, and a company-wide email is sent reminding staff that it is Gabe's birthday and to "be cool about it."	Coming Q3 2027
3	Gabe-Led™	A Gabe holds a C-suite position with veto power over all nickname-related decisions. The organization's mission statement includes the phrase "enriching the friend."	Abolished by statute. All Gabes are referred to exclusively by their full legal names, pronounced correctly. Violators are subject to mandatory re-education.	Prohibited. Commenting on a Gabe's facial hair is a Class-B Misdemeanor under internal policy §4.2(a).	Birthday week declared. Monday and Friday are half-days. Cake is tiered. A framed photograph of the Gabe is displayed in the lobby for the entire week.	Coming 2028

Assessment Methodology

Organizations self-assess using the GPRC Maturity Questionnaire (available separately). Scoring is based on 17 sub-dimensions across four pillars: Policy, Practice, Culture, and Cake Provision. A minimum score of 65 is required for Tier 1 accreditation. The Commission reserves the right to audit any organization that claims Tier 2 status but whose Gabes look sad in the company photo.

GPRC-MM-2025-v2.1. This maturity model is satirical. Do not submit it to ISO. They will not appreciate it.