

H.R. Compliance Kit: Appropriate Topics of Conversation with Gabes

A Guide for Workplace Supervisors, Colleagues, and Anyone Who Might Be Left Alone with a Gabe in the Break Room

DISCLAIMER: This document is satirical. However, please actually be kind to Gabes.

§1. Why You Shouldn't Ask If He Plays the Trumpet

Research conducted by the Commission (n=every Gabe we know) indicates that 0% of Gabes play the trumpet. The question is not offensive so much as bafflingly persistent. No one knows where it originated. Theories include:

- A 1987 television commercial for brass instrument insurance
- Gabes, as a group, have a "jazzy" aura
- Someone once met a Gabe who did play the trumpet and the stereotype crystallized instantly

Policy: Before asking a Gabe about brass instruments, ask yourself: "Have I ever asked anyone else if they play the trumpet?" If the answer is no, redirect the conversation to weather, sports, or literally anything else.

§2. Nickname Governance Framework

The Commission recognizes three tiers of Gabe-adjacent nicknames:

Tier 1 — Permitted: "Gabe" (exact match only)

Tier 2 — Requires Written Authorization: "Gaber," "G-man," "The Gabe-ster" (one-time use only, non-renewable)

Tier 3 — Strictly Prohibited: "Goober," "Gabey-Baby," "Gabriel the Angel," any portmanteau involving "Gabe" + a food item

Violations of Tier 3 restrictions require the offender to purchase the Gabe in question a coffee of their choice and issue a verbal apology witnessed by at least one other person.

§3. The Birthday Protocol

Making a Gabe work on his birthday is classified as a Class-A Felony by the Commission. Consequences include but are not limited to: profound disappointment, a strongly-worded email, and the Gabe telling this story at parties for years to come. Organizations are advised to grant Gabes their birthday off, with cake provided. Half-day arrangements are acceptable for Gabe-Aware workplaces (Tier 1) but reflect poorly on the organization's maturity level.

