

What is bullying in the workplace?

Bullying at work happens when: a person or group of people repeatedly behave unreasonably towards another worker or group of workers. the behaviour creates a risk to health and safety.

What percentage of employees have witnessed harassment at work?

48% have witnessed others experience harassment at work

48.4% report also having seen others experiencing harassment in the workplace. Similar to above, respondents tend to be senior-level employees who have been at their organization for five or more years. 51.6% have not witnessed harassment.



What is abusive conduct in a workplace?

Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal, or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person's work performance.

What is abusive behaviour to staff?

Repeated verbal harassment, such as the use of insulting remarks, slurs, vulgarities, physical or verbal action that a reasonable person might consider

threatening, frightening, or embarrassing, or the intentional undermining or undercutting of a person's job performance are all examples of abusive conduct.

What would be considered unacceptable staff behaviour?

Some examples of unacceptable behavior are: Aggressive or abusive behavior, such as shouting or personal insults. Spreading malicious rumors or gossip or insulting someone. Discrimination or harassment when related to a protected characteristic under the Equality Act.



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ALMOST 1 IN 2 AUSTRALIANS HAVE EXPERIENCED WORKPLACE BULLYING DURING THEIR LIVES

TARGETS OF WORKPLACE BULLYING HAVE HIGHER RATES OF DEPRESSION, ANXIETY AND POST-TRAUMATIC STRESS DISORDER (PTSD)



Examples of bullying include:

- behaving aggressively towards others.
- teasing or playing practical jokes.
- pressuring someone to behave inappropriately.
- excluding someone from work-related events.
- unreasonable work demands.

What are my rights?

All companies and organisations in Australia must make sure their workers are not exposed to health and safety risks in the workplace. This includes having systems in place to prevent and respond to workplace bullying. By law, if a person reports bullying behaviour, an employer has to go through a proper complaint handling process.

There are also laws about discrimination in the workplace, and laws against sexual harassment. Violent behaviour, threatening behaviour, and stalking are also illegal.

Any worker who believes they are being bullied can apply to the Fair Work Commission for an order to stop the bullying.

What can you expect from your workplace?

If you inform your workplace that you are experiencing bullying, your workplace should:

- respond to you as quickly as possible;
- treat the report seriously;
- inform you of how they will deal with it;
- make sure everything is kept confidential;
- allow everyone to explain their version of events;
- not take sides;
- tell you about any support you can get;
- allow you to take someone else to meetings, like a friend or union rep;
- keep records of conversations, meetings and interviews; and,
- attempt to resolve things and let you know the outcome.



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