

Bullying

Workplace **bullying** is repeated, **unreasonable behaviour** directed at an employee, that creates a **risk to health and safety**

Workplace bullying can contribute to loss of productivity, staff turnover, absenteeism, low morale and financial costs. It can also have an impact on the **health and wellbeing** of employees and their ability to do their job.

What is workplace bullying?

Examples of workplace bullying include repeated:

- Abusive, insulting, or offensive language/comments
- Slander, gossip, or malicious rumours (including electronically or anywhere online)
- Unjust criticism or complaints
- Behaviour or language that frightens, humiliates, belittles, or degrades
- Teasing, pranks, or practical jokes
- Interfering with personal property or work equipment
- Physical assaults or threats
- Harmful or offensive initiations

Impact of workplace bullying

Workplace bullying can impact in a number of ways, including:

- Distress, anxiety and panic attacks
- Reduced work performance
- Increased absenteeism
- Higher risk of illness
- Depression
- Poor general health
- Substance abuse

What to do if you are bullied

- Check your workplace bullying policy and follow the procedure
- Seek advice from your Safety Officer, union rep, or HR Officer
- Make it clear to person/s involved their behaviour is unacceptable and you will take action if it does not stop
- Keep a detailed record of incidents (including names of witnesses) and actions you take (including who you reported it to and the response)

Say something

If you see bullying in the workplace, report it to your supervisor, manager or business owner.

For more information:
worksafe.vic.gov.au/bullying-workplace