

# AWU Info Sheet

## Workplace Bullying

### WHAT IS IT - AND WHAT YOU CAN DO

#### What is workplace bullying?

Workplace bullying is where a person is subjected to behavior (other than sexual) which is:

- repeated, unwelcome and unsolicited;
- considered to be offensive, intimidating, humiliating or threatening;
- actions that a reasonable person would consider to be offensive, humiliating or threatening.

Workplace bullying can be committed by:

- employers
- group of co-workers
- workers
- clients or patients
- co-workers
- members of the public

Workplace bullying covers a wide range of behaviours ranging from subtle intimidation to more obvious aggressive tactics, including:

- abusing a person loudly, usually when others are around;
- repeated threats of dismissal or other severe punishment for no reason;
- constant ridicule and being put down;
- leaving offensive messages on email or the telephone;
- sabotaging a person's work, for example, by deliberately withholding or supplying incorrect information, hiding documents or equipment, not passing on messages and getting a person into trouble in other ways;
- humiliating a person through gestures, sarcasm, criticism and insults, often in front of management or other workers;
- spreading of gossip or false, malicious rumours about a person with an intent to cause the person harm, playing mind games, ganging up on a person;
- excluding a person from working with others or taking part in activities at work;
- pushing, shoving, tripping or grabbing at a person;
- threatening with objects that could be used as a weapon;
- verbal, physical, social or psychological.

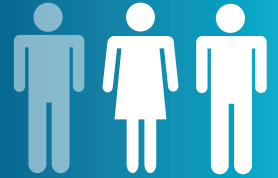
#### What is NOT workplace bullying?

Workplace bullying is not:

- a single incident of harassing type behavior
- reasonable management action taken in a reasonable way
- acts of unlawful discrimination, vilification or sexual harassment.

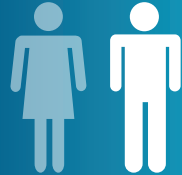
#### 1 in 3 workers

will **DIRECTLY** experience workplace bullying at some point during their career



#### 1 in 2 workers

will **WITNESS** workplace bullying at some point during their career



Source: AHRC

*Talk to your workplace Delegate or AWU Organiser for information or for assistance with workplace bullying.*