



BULLYING

EXAMPLES OF BULLYING

Workplace bullying can take many forms and can be either direct or indirect. Some examples of workplace bullying include:

- Verbal abuse, such as shouting, swearing, or insulting, belittling or patronising language.
- Intimidation or threats of violence.
- Deliberately excluding someone from workplace activities or social events.
- Excessive monitoring or micromanaging of an employee's work.
- Spreading rumours or gossiping about an employee.
- Undermining an employee's work or reputation.
- Withholding important information or resources that are needed to perform the job. Sabotaging an employee's work or projects.
- Setting unrealistic or unachievable goals for an employee and then punishing them for failing to meet them.
- Cyberbullying or harassment through emails, texts, or social media.
- Lack of support and information provided during changes.

Indicators include situations where there is:

- A negative work atmosphere or a tense working environment.
- Employees being targeted or excluded from workplace activities.
- Management or supervisors not taking complaints seriously or ignoring reports of bullying.

The *model code of practice* identifies things that can increase the likelihood of workplace bullying:

The presence of other psychosocial hazards, including:

high job demands, low job control, low support, organisational change, such as restructuring or significant technological change, lack of role clarity, poor organisational justice

Leadership or management styles:

autocratic behaviour that is strict and directive and does not allow workers to be involved in decision making behaviour where little or no guidance is provided to workers or responsibilities are inappropriately and informally delegated to subordinates

abusive and demeaning behaviour that may include inappropriate or derogatory language, or malicious criticism and feedback, and tolerance of this behaviour

Systems of work or lack of resources or training



PSYCHOSOCIAL HAZARDS FACT SHEET 12

inappropriate work scheduling, shift work and poorly designed rostering
unreasonable performance measures or timeframes
poor workplace relationships
poor communication
isolation
low levels of support
work group hostility