

What is workplace bullying?

Workplace bullying is repeated, unreasonable behaviour directed at a worker or group of workers, that creates a risk to health and safety (including psychological health).

What are examples of bullying?

- Verbal abuse (swearing, threatening, insulting)
- Name calling, belittling or humiliating comments
- Unjustified or unfair criticism
- Intimidating body language
- Practical jokes
- Deliberate exclusion of someone from work-related activities or information
- Abusive or offensive language (written or verbal)
- Abuse of power
- Spreading gossip, rumours or misinformation about someone
- Unreasonable demands or deadlines (setting up for failure)
- Unjustified punishment
- Undermining or sabotage
- Aggressive, intimidating or threatening behaviour
- Repeated teasing, jokes or sarcasm

If it only happens once, is it regarded as bullying?

A single incident is not considered bullying, but repeated or escalating behaviour over time can have serious impact on individuals in the workplace and does constitute bullying.

What bullying is NOT...

Reasonable management action taken in a reasonable way is not regarded as bullying.

Intention is irrelevant

What matters most is the impact on the person experiencing the behaviour. Everyone is different, so the same behaviour can affect people in very different ways.

What should I do if I feel I am being bullied at work?

Many workplaces have a grievance procedure which should be referred to, however options for resolution may generally involve the following:

- Where you feel safe to do so, you may try speaking with the person directly first to let them know how their behaviour is impacting you and to resolve the issue respectfully.
- If further support is needed, you may like to raise the concerns with your manager or supervisor to ask for assistance to resolve the matter, or to lodge a formal grievance.
- If you have made attempts to resolve the issue within the workplace and you feel it has not been resolved, you may seek help from the Fair Work Commission or Safe Work SA