



# RESPECT in the workplace

## Week 2: Bullying in the Workplace



*"Everyone is allowed to make a mistake. If you do it repeatedly, however, it moves this behaviour from the category of inappropriate behaviour to bullying."*

### Workplace Bullying

#### A bully's behaviour IS:

- Persistent
- Offensive
- Abusive
- Intimidating

#### A bully is NOT:

- A demanding boss
- Having normal conflict with a coworker
- Someone with whom you poorly communicate
- An assertive or directive person

#### Which makes the recipient feel:

- Upset
- Threatened
- Humiliated
- Vulnerable



**MYTH:** Bullying is a school problem.

**FACT:** Bullying occurs wherever people gather to live, learn or play. We must create positive environments, promote healthy relationships, and end violence.

### Bullying in Disguise

<b>Gossiping</b>	Idle talk or rumors, especially about the personal or private affairs of others.
<b>Social Exclusion or Isolation</b>	Giving or observing the silent treatment, refusing to make eye contact or to say hello, or avoiding work with specific people.
<b>Intimidating a Person</b>	Deliberately forcing someone to do a task that he/she does not want to do, using authority or physical size to change someone's actions and opinions
<b>Belittling a Person's Opinion</b>	Laughing at a person's opinions; being told that your ideas are unrealistic or stupid; Having your idea or opinion shot down before being able to explain.
<b>Criticizing a Person Persistently or Constantly</b>	Criticizing a person constantly; mocking a person's possessions; picking apart their work on a regular basis.
<b>Taking Credit for Another Person's Ideas or Successes</b>	Stealing ideas and claiming them as their own; Not giving the credit where credit is due.

**DID YOU KNOW...**  
Bullying is **three times** more prevalent than sexual harassment?

**MYTH:** Reporting bullying will only make the problem worse.

**FACT:** Bullying is often invisible and occurs behind closed doors without witnesses. Employers must convey that they want to know about their employee's experiences and that it's their job to stop the bullying.

Resources: <http://www.wrha.mb.ca/>