



Ultimately it's about owning your piece of **accountability** – not pointing fingers.

DID YOU KNOW...

Only 13% of bullies are ever punished or terminated.

71% of bullies are in positions of authority.

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.

Dealing with Disrespect

- ✓ **Tell someone about it** (supervisor, manager). If your supervisor is bullying, contact Human Resources to bring the matter to someone's attention.
- ✓ **Honestly and directly challenge** the specific behaviour and impact of it.
- ✓ **Show respect for the *person*** ≠ show respect for their *behaviour*. It means respecting they also deserve to be treated with dignity and regard.
- ✓ **Avoid suggestions** to give it back. Mean behaviour that hurts someone is never something to aspire to.
- ✓ **Address the issue.** Ignoring or denying the situation will not make them go away or improve. Thoughtful action is required.
- ✓ **Present with confidence.** A person who owns their power and speaks up for themselves is typically an unlikely target for workplace bullying
- ✓ **Choose your company wisely.** If people ignore or support a bully's behaviour, choose to spend time with other people.