



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

Gossiping	Idle talk or rumors, especially about the personal or private affairs of others.
Social Exclusion or Isolation	Giving or observing the silent treatment, refusing to make eye contact or to say hello, or avoiding work with specific people.
Intimidating a Person	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
Belittling a Person's Opinion	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.
Criticizing a Person Persistently or Constantly	Criticizing a person constantly; mocking a person's possessions; picking apart their work on a regular basis.
Taking Credit for Another Person's Ideas or Successes	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/>