

What is Workplace Bullying?

Bullying can be seen as physical acts or verbal comments that intentionally or otherwise intimidate, emotionally hurt or isolate another individual in the workplace. Bullying is a repeated negative behaviour directed towards another person to make them feel offended, discriminated or helpless in managing their day-to-day activities in the workplace.

Examples of workplace bullying

Bullying can take many forms bullying can vary from subtle to explicit. These are some of the ways a person can feel bullied in the workplace.

- Exclusion or isolating an individual socially
- Belittling a person's ideas or opinions
- Physical abuse or making threats against another
- Intruding or taking someone's personal property or privacy, spying or harassment.
- Spreading rumours or gossip

What is the effect of workplace bullying?

Bullying can not only affect the targeted individual but the overall workplace atmosphere.

- Loss of confidence
- Anger and anxiety
- Stress and hopelessness
- Increased turnover and risk of accidents
- Decrease in productivity and morale

What to do if bullying is occurring in the workplace

Encourage a respectful and professional in employee interactions. Create policies that include a reporting system to address workplace bullying and harassment. Respond to all complaints seriously with confidentiality.

If you are an individual who is being bullied in the workplace, approaching the person directly with the support of your supervisor to firmly address the offender.

Maintain a journal of daily events. Keep a record of what happened and who was present when the bullying occurred. Keep copies of any tangible evidence of the bully, whether its letters, emails, etc.