



Bullying & Harassment in the Workplace

Bullying and harassment is a health and safety hazard. The reason being that being bullied and/or harassed increases an employee's stress levels, which has an impact on their physical and mental health.

Bullying and harassment at work:

- Involve abuse of power
- Are protracted over time (this is the case particularly for bullying)
- Involve actions and behaviors that can cause the victim harm

Employees who are the target of bullying and harassment, often suffer from traumatic stress and this, in turn, can cause conditions such as:

- Heart disease
- High blood pressure
- Digestive disorders
- Depression
- Headaches
- Lowering of the body's immune defenses

The consequences, for a company where bullying and harassment go unchallenged, include:

- Demotivated employees
- High absence levels due to sickness
- High staff turnover
- Low productivity
- Low customer satisfaction
- More accidents or mistakes

Learning Objectives:

- Characteristics of bullying & examples of bullying behaviors
- Types of bullying & harassment, how to distinguish from legitimate management actions
- Effects and causes of bullying and harassment in the workplace
- How the workplace culture can affect whether its employees engage in abusive behaviors
- Things that individuals, managers, and organizations can do to prevent and address bullying and harassment
- What a bullying and harassment policy should cover
- Advice for those who have been targeted