



Is bullying a problem in your workplace? Help stamp it out!

What is bullying?

- Personal insults and name calling
- Sarcasm and ridicule
- Constant negative criticism
- Constant intrusive surveillance and monitoring
- Freezing out, ignoring or excluding
- Use of threats and instilling fear
- Constantly undervaluing efforts
- Setting impossible workloads
- Not giving you all the information needed to help you do your job
- Using formal performance and disciplinary procedures to intimidate
- Restrictive and petty work rules
- Use of one-on-one chats without notice
- Applying leave guidelines inconsistently

How may bullying be justified?

- "It's just a personality clash"
- You're "just being negative"
- You have an "attitude problem"
- You "resist change"
- You're not "displaying 'XYZ agency/company' values"
- "If you don't like it you can go elsewhere"
- "Just strong/robust management"
- "Organisations facing challenges need to be tough"
- "Our stats/KPIs show this management style works"

Help stamp out bullying!

- Call your HSR or CPSU delegate today.
- For urgent advice call 1300 137 636.