

# BULLYING IN THE WORKPLACE

POWERED BY SYSTEMS 24-7

## WHAT DOES IT MEAN TO BE BULLIED OR HARASSED?

When someone says they are being bullied or harassed by another, they are implying another individual is misusing power to degrading them or are trying to intimidate or humiliate them.

**Harassment is discrimination** that targets different characteristics of an individual, such as race, ethnicity, religion, age, sex, family status, disabilities, and a person's sexual orientation.

These characteristics are protected by **Human Rights Legislation**.

**Sexual Harassment** is when another individual **forces unwanted behaviour or remarks** upon another because of their sex or sexual orientation. **These behaviours include:**

Making any form of **sexual advances** towards another person who has stated they **do not** want it.

Sexualized jokes that make an individual uncomfortable.

Using someone's **sexual orientation** as an **insult** or saying **offensive terms** based on someone's sexual orientation.

### CYBERBULLYING 🙄

Similar to in person bullying, cyberbullying is when an individual makes an online post or shares content with the intention of harming another person.

Cyberbullying does not discriminate against who it affects. It can happen to anyone and at any time and can occur over SMS, text, apps, and online on social media, gaming, or forums.

### YOU HAVE RIGHTS:

- To be treated fairly and with respect
- To be included
- To feel safe
- To be protected from bullying, harassment and abuse
- To say "No" to behaviour you don't like or want

### YOU HAVE RESPONSIBILITIES:

- To treat others with respect
- To not exclude others
- To help protect others
- To not participate in bullying, harassing or abusive behaviours
- To listen to and honour people when they say "no"

## TIPS AND TRICKS TO STOP CYBERBULLYING

**STOP** and do not respond to the bully.

**BLOCK** the bully.

**TELL** a co-worker, supervisor or manager what is happening.

**SAVE** any and all the messages from the bully.



## TAKE A STAND:

**KEEP YOUR COOL:** and walk away. Using insults or fighting back will make the problem worse.

**BE ASSERTIVE:** Be confident and let whoever is bullying you know that they need to stop what they are doing.