

Bullying and Harassment at Work: It's personal

🗣️ Video Introduction

Today, we're going to watch a video titled "Bullying and Harassment at work: It's personal." This video emphasizes our crucial role in maintaining a respectful and psychologically safe work environment. We will discuss your thoughts on this important topic. It calls us all to consider our actions and to step up and stop being a bystander when you see bullying at work. This aligns with IHSA's campaign message: "Keep Your Promise: If you see something, say something. You could make all the difference."

Trigger Warning (to be read out loud): The aim of this conversation is to learn and share our experiences and thoughts with honesty. Because of this, some comments may trigger a negative reaction. If a comment or topic starts to upset you, I advise that you please talk to your support team. That could include your supervisor, union representative, HR personnel, Employee and Family Assistance Program provider (*if you have one*), friends, family, or a close colleague.

Remember: If you are in distress, you can call or text **9-8-8** anytime. Call 9-1-1 or go to your local emergency department if it is an emergency.

Video Link:

https://www.youtube.com/watch?v=497RHaz_ajg&list=PLUyWkHwckhS4ESoIYtpqyZt0ONEO5Lkuo&index=2



💡 Discussion Questions

1. How does bullying and harassment on the job affect a worker's mental health and well-being?
2. Why might bullying be overlooked or accepted in our industry and how can we challenge that culture?
3. What can each of us do to support a safer, more respectful work environment?
4. How does the "See Something, Say Something" initiative contribute to a safety culture concerning bullying and harassment?

 **Speaker Notes**

- **Emphasize Personal Responsibility:** Highlight that safety is a shared responsibility. Each worker's vigilance and willingness to report hazards contribute significantly to the overall safety of the workplace.
 - **Encourage Open Communication:** Stress the importance of fostering an environment where workers feel comfortable reporting hazards without fear of reprisal. Management should actively support and encourage this behavior.
 - **Address Potential Barriers:** Discuss common reasons workers might hesitate to report unsafe conditions, such as fear of retaliation or believing it's someone else's responsibility. Provide strategies to overcome these barriers, reinforcing that every report matters.
 - **Reinforce the Campaign Message:** Remind everyone of the IHSA's campaign slogan: "Keep Your Promise: If you see something, say something. You could make all the difference." Encourage workers to make a personal commitment to uphold this standard.
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Keep Your Promise: If You See Something, Say Something. You could make all the difference.

Keep your Promise: <https://www.ihsa.ca/keepyourpromise>

Handout: Bullying and Harassment at Work: It's personal






Bullying and harassment happen in some workplaces and job sites, but that doesn't make it right. It can wear people down, hurt mental health, and create unsafe work environments. Everyone deserves to feel safe and respected at work.

What You Might See on Site

- ✓ Jokes, name-calling, or “banter” that goes too far
- ✓ Intimidation, yelling, or public put-downs
- ✓ Excluding someone from work tasks or crew activities
- ✓ Spreading rumors or talking behind someone's back
- ✓ Constant criticism or setting someone up to fail





If it makes someone feel unsafe, small, or humiliated—it's not okay.

What You Can Do

-  **Call it out:** If you feel safe, speak up when something isn't right
-  **Check in:** Ask your co-workers how they're doing
-  **Lead by example:** Treat everyone with respect, no matter what
-  **Don't laugh along:** Silence can look like support but try to speak up if you can.
-  **Report it:** Know your employer's policy and use it if needed

A safer site starts with each of us.

How to Reach Out for Support

-  **Talk to someone you trust** – a friend, supervisor, or union rep
-  **Use your Employee Assistance Program (EAP)** if available
-  **Call Connex Ontario** (1-866-531-2600) or visit the website (connexontario.ca) for mental health and social supports
-  **Crisis line support:**
 - Talk Suicide Canada: 1-833-456-4566
 - Hope for Wellness Helpline (Indigenous): 1-855-242-3310

You're not alone—and you don't have to handle it on your own.

Remember: If you see something, say something. You could make all the difference. Learn more about bullying and harassment at work at www.ihsa.ca/workplacementalhealth