Bullying and Harassment

What is Bullying and Harassment?

Bullying typically involves repeated acts of aggression, often targeting someone perceived as weaker or vulnerable, with the intention to intimidate, humiliate, or control. Harassment refers to unwanted and persistent behavior that creates an intimidating, hostile, or offensive environment for the victim.

Examples of behaviour that can be bullying and/or harassment include:

- Spreading malicious rumours, gossip, or innuendo.

- Excluding or isolating someone socially.

- Undermining or deliberately impeding a person's work.

- Physically abusing, threatening abuse, or intimidating.

- Constantly changing work guidelines or removing areas of responsibilities without cause.

- Establishing impossible deadlines that will set up the individual to fail.

- Withholding necessary information or purposefully giving the wrong information.

- Intruding on a person's privacy by pestering, spying or stalking.

- Intruding on a person's privacy by pestering, spying or stalking.

- Assigning unreasonable duties or workload which are unfavourable to one person (in a way that creates unnecessary pressure).

- Underwork – creating a feeling of uselessness.

- Yelling or using profanity.

- Belittling a person's opinions.

- Unwarranted (or undeserved) punishment.

- Blocking applications for training, leave or promotion.

- Tampering with a person's personal belongings or work equipment.

- Assigning unreasonable duties or workload which are unfavourable to one person (in a way that creates unnecessary pressure)

Bullying and Harassment affects the overall health of an organization. An unhealthy workplace can have many effects:

Increased:
- Absenteeism
- Job turnover
- Stress
- Risk of incidents

Decreased:
- Productivity
- Motivation
- Morale
- Job satisfaction

If you experience or witness bullying and/or harassment, report to the person identified in your workplace policy, your HR manager, your supervisor, or a delegated manager.

"Safety is a core value and business priority"

WEST FRASER