

# Bullying

doesn't just happen in schoolyards

It is also:



Rumours, gossiping, insinuation and lies that ruin someone's reputation



Withholding necessary information and resources required for a person to do their work



Refusing every training request, vacation and promotion



Insulting, screaming at or denigrating a person



Destroying or impeding a person's work



Ignoring, contradicting, belittling or rejecting every comment and opinion expressed by a person



Excluding and isolating a person



Imposing excessive tasks and impossible to meet deadlines



Telling or sending offensive jokes

## Remember

- Do not ignore the behaviour
- Do not just accept the situation
- Do not let it take over your personal life
- Help is here, contact the

Harassment Centre of Expertise

Bullying happens with peers around in over

**80%**

of cases

**45%**

of targets suffer **stress-related** health problems, including **anxiety**, **panic attacks**, and clinical **depression**.

Bullying is **4 X**

more common than either sexual harassment or discrimination on the job\*

\*According to the Workplace Bullying Institute

57% of the time, bullying stops within

**10 seconds**

when a bystander steps in

**RESOURCES:** <http://iservice.prv/harassment>



Training



Informal Conflict Management



Conflict Resolution



Values and Ethics



Harassment Centre of Expertise



Employee Assistance Program



Mental Health in the workplace



Union Representatives

